

RECRUITER

United States Army Recruiting Command

April-May-June 2000

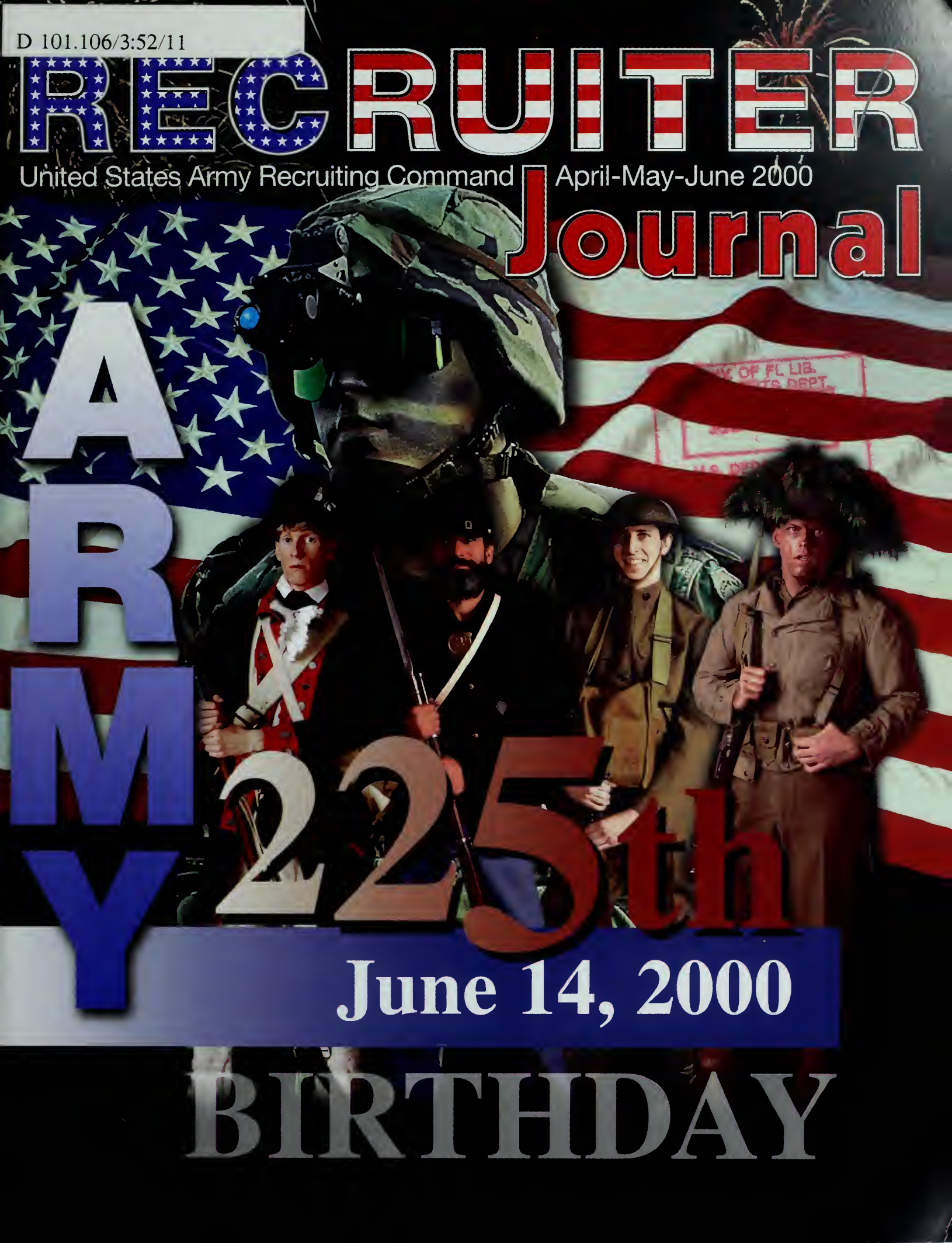
Journal

ARMY

225th

June 14, 2000

BIRTHDAY



Recruiter

April-May-June 2000, Volume 52, Issue 11



The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-81 for members of the US Army. Contents of this publication are not necessarily official views of, or endorsed by, the US Government, Department of Defense, Department of the Army, or the US Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, US Army Recruiting Command, ATTN: RCAPA-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial (502) 626-0167, fax (502) 626-0924. Internet Address: welkerk@usarec.army.mil. Printed circulation: 13,000.

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Deadline for submission of material is the first of the month prior to publication.
Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.
POSTMASTER - Send address changes to:
Cdr, US Army Recruiting Command
ATTN: RCAPA-PA (Recruiter Journal)
1307 Third Avenue
Fort Knox, KY 40121-2726



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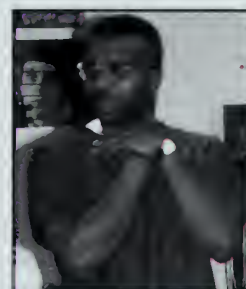
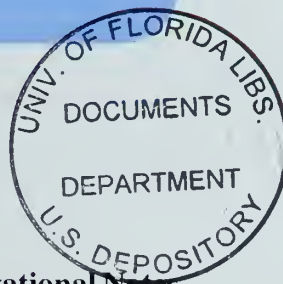


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At the dawn of a new century and a new millennium, we can look back with pride at The Army's 225 years of service to the nation. The birth of The Army in 1775 was the prelude to the birth of freedom the following year, when our nation was born. For over two centuries The Army courageously fought our country's wars and served honorably in peace. As we enter a new millennium, we can be proud of our history and of The Army's achievements. Thanks to American soldiers, freedom's light shines as a beacon throughout the world.

The Army has always had a non-negotiable contract with the American people to fight and win the Nation's wars. General Douglas MacArthur said it best in a 1962 address at the United States Military Academy, "Yours is the profession of arms, the will to win, the sure knowledge that in war there is no substitute for victory-and that if we fail, the Nation will be destroyed."

Today, victory has many faces, and each face reflects the accomplishments of the American Soldier. Today's victories mean more than destroying an opponent. The face of victory in the 21st century is a child who can safely walk in a Balkan village square or go to school because American soldiers are there. It shines in the face of a victim of a mudslide in South America or a hurricane in Honduras, who can drink safe water because American soldiers are there. The face of victory is also the face of an American soldier standing guard in Korea, whose presence keeps aggressors at bay.

The key to The Army's success is our flexibility and willingness to change, to meet the world as it is, without altering the core competencies that make The Army the best fighting force in the world. You are the best Army in the world. As we undergo a dynamic transformation over the next decade, you will continue to be respected by allies, feared by opponents, and honored and esteemed by the American people. Your courage, dedication to duty, and selfless service to the Nation is the hallmark you, the soldiers of the United States Army, carry into the 21st century.

Secretary
of the Army



Honorable
Louis Caldera

Chief of Staff
of the Army



General
Eric K. Shinseki

Sergeant Major
of the Army



SMA
Robert E. Hall

The Army Birthday June 14, 2000



CSM Roger Leturno

Of what significance is June 14th to you? As I was growing up, my family celebrated it as Flag Day. For it was June 14, 1777 Congress adopted for this country the American flag then known as the Grand Union flag.

June 14th became more important to me in 1970. That was the year I met Jackie, who is now my wife of 26 years. June 14th is her birthday, and that I can never afford to forget. I did not know until 1974 (I joined the Army in 1972) that it was also the Army's birthday. At the time, I was in Korea and every day for the year leading up to the Army's 200th birthday, AFKN radio and TV ran 30- to 60-second spots depicting great moments in the Army's history. Until then I had never really thought about the fact that America's Army was older than the nation herself. I learned a lot about the Army that year, and I thank the network for the education. I knew my fellow soldiers in CONUS wouldn't get that on American television.

Today soldiers know what June 14th means. There have been major efforts in the last few years starting with the training base to educate our soldiers on Army heritage. The drill sergeant is the first to instill the Army values and what it means to be a soldier into the new recruits we send them. Leaders reinforce that training and expand their soldiers' knowledge of who we are. But ask the average citizen on the street, teacher in high school, student in college the significance of June 14th. They will all tell you it's Flag Day. They don't know. Why would they? It's unlikely that there is more than one line even mentioning the Army birthday in the US history books. Unfortunately, even many of our veterans can't tell you when the Army's birthday is.

Well, guess what? This year's going to be different! We're going to make a loud noise the week of June 14th. We want America to know this is the 225th anniversary of their Army. The Army is planning events across the country.

Coordination is being made with major television networks for morning and late night programs, The History Channel, The Movie Channel, and C-Span. The Secretary of the Army and the Army's Chief of Staff have asked all organizations to get on board. We want this to be a world class event. Every installation gets involved. Active, Reserve, and Guard units all are participating in this year's celebration. You can bet USAREC will be involved. We're planning events in every part of the country using every available asset from sea to shining sea. From air shows to major league baseball games, we'll be there.

Now, the bottom line. For this to work effectively, YOU, the Army recruiter, must be involved. If you wear an Army uniform then you ARE a recruiter. For every major city we reach with these high visible events there are hundreds of small communities we won't. The good news is, you can. You have to get involved. Do your planning now. You should be coordinating with the local chamber of commerce, veterans and civic organizations.

Contact youth programs such as scouts, explorers, little league baseball and other summer activities. Don't forget about graduations. Both high school and college. Do local TV, radio, or newspaper interviews. Ask the community leaders to talk about the Army birthday. Some of them may have served or are serving in the Guard and Reserve. They have a greater appreciation for what the Army has done for the nation and in the community.

Contact chapters of AUSA and NCOA to assist you. Every recruiting station will celebrate the Army's birthday with a cake cutting ceremony. Invite the public to an open house. Include

HRAP and DEP/DTP members. Everyone can do something. Even if it's raising the flag at the local library.


Look sharp! Make sure your dress blues fit and are clean.

Brush up on your public speaking skills. Find out what the Army has done locally. From building bridges and waterways to clean up efforts after natural disasters.

Make sure you're up to snuff on current events. Everyone has Internet access now so you can go on-line to find up-to-date information on where we've been and where we're going.

I've mentioned veterans several times. We have a lot of them out there. But the majority are silent. They have served America through service in the Army in war and peace. Some served as recently as Kosovo. There are a large number from Desert Storm veterans. Even larger from Vietnam. There are thousands upon thousands from Korea and WWII. We have veterans still living from World War I. How do we tap into this large group of influencers? We'll take it on at the national and command level. You work it locally. Be innovative. Let's make this a celebration for all. With the birth of our Army came the birth of freedom.

We're moving full speed into 4th Quarter. We can't afford to relax. Let's carry forward the momentum. This is when all the skill, knowledge, attributes, initiatives, incentives, and just hard work have to peak. The Army expects us to do our part. The USAREC Leadership knows we're going to make it because we have the right soldiers, civilians, and leaders to make it happen.

Good Recruiting! 

Pharmacy changes will expand services and increase safety

by SSG Kathleen T. Rhem
American Forces Press Service

DoD healthcare experts are planning several ways to improve and expand pharmacy services for active and retired service members and their families.

A step that should appease some retiree groups is a pilot program to provide pharmacy benefits to Medicare-enrolled military retirees and their families.

The pilot program will open up for enrollment June 1 in two randomly selected sites, Fleming, Ky., and Okeechobee, Fla., and could affect up to 6,000 individuals. Service will begin July 1, said Navy CPT Charlie Hostettler, deputy director for pharmacy programs in the office of the Assistant Secretary of Defense for Health Affairs.

The Pharmacy Redesign Pilot will make the National Mail Order Pharmacy program available and provide a retail pharmacy benefit to over 60 retirees in those two areas. It will entail a \$200 annual enrollment fee and set cost shares, Hostettler said. Cost shares are \$8 for each 90-day prescription through the mail order pharmacy and 20 percent cost share for each 30-day prescription through a retail outlet. Enrollees must also have Medicare Part B coverage to be eligible for this program.

Hostettler said program progress reports are due to Congress in October 2000 and in April and October 2001. Congress would decide whether to expand the program to retirees nationwide.

The pilot program, initially supposed to be up and running in October 1999, was delayed in order to lower the enrollment fee to \$200 from a proposed \$250. "In order to try to appeal to a larger group, we lowered the fee," said Mary Gerwin, deputy assistant secretary of defense for health affairs.

Plan beneficiaries will be encouraged to order their prescriptions by mail as much as possible because both they and the government save money, Gerwin said. "We get better prices, because we get better volume discounts," she said.

The fiscal 2000 Defense Authorization Act called for the Pharmacy Data Transaction System to be operational by April 15.

A test site at Wright-Patterson Air Force Base, Ohio, should be up and running and officials hope to expand it system-wide by December 2000.

The Pharmacy Data Transaction System will be a DoD-wide consolidated database that stores all information relating to drug safety for each individual. If all goes as planned, Hostettler said, a "computerized red flag" will alert pharmacists where there might be problems with filling a prescription, such as patient allergies and potential drug interactions.

The fiscal 2000 budget also called for a uniform formulary across the DoD healthcare system by Oct. 1. A formulary is the drugs kept on hand. Hostettler said DoD may not meet that deadline. The problem, he said, is that the authorization act called for a Pharmacy and Therapeutics Committee to recommend the formulary and a Beneficiary Advisory Panel to review and comment on the decisions prior to their implementation.

In addition to these planned improvements to the pharmacy benefit, DoD health officials have ambitious plans for a complete overhaul in the future.

Hostettler said the biggest hurdle for managers today is the several pharmacy systems in place under the umbrella of DoD pharmacy services.

"Today, we have five managed care contractors that take care of the 12 TRICARE regions," he said. "Each has its own pharmacy benefit management. Each has a retail pharmacy network set up, and they have firewalls set up between them. They are proprietary businesses and don't share proprietary information."

He also said the National Mail Order Pharmacy is a completely separate system, and 120 different systems manage the more than 500 military medical treatment facility pharmacies.

"It's difficult for mobile military patients to take a prescription from one area and get it filled in another area," Hostettler said. He said beneficiaries in this situation must sometimes pay out of pocket and file reimbursement claims, a time-consuming and often inefficient process.

"You end up having to work around the system, instead of the system working for you," he said.

DoD proposes to consolidate the contractor, mail order, and military treatment facility systems, Gerwin said.

He said putting 8.4 million beneficiaries under one plan would give DoD bargaining power to get better prices from drug manufacturers. "This is particularly relevant when you have two popular brand-name drugs that do the same thing and the companies are actively competing for customers," Gerwin said.

Hostettler said the objective is straightforward: a uniform, consistent, and equitable pharmacy benefit. "We want to optimize our resources as much as we can and maintain quality," he said. "We all win when we conserve dollars. The more efficient a plan is, the more the plan can do for beneficiaries."

AER assistance

The following categories of emergency assistance are authorized IAW AR 930-4, AER.

a. Nonreceipt of pay (including allowances such as SDAP and allotments); this applies when pay is due and not received.

b. Loss of funds (includes loss of pay or other funds) and is normally attributable to theft (usually verified by a military or civilian police report). Assistance is based on need rather than the amount of funds lost.

c. Medical, dental, and hospital expenses.

(1) Expenses may be provided when medical treatment or hospital expenses are not elective and a required down payment cannot be deferred.

(2) Emergency dental treatment (orthodontic treatment) is needed, and the dentist requires a significant down payment which the individual cannot meet.

d. Funeral expenses. Authorized for payment of documented funeral expenses for family members and for soldiers when required to share in payment of expenses for the parent of the soldier or spouse.

e. Required travel expenses. Assistance is provided to meet unforeseen required travel expenses due to emergency leave, extraordinary costs involved with meeting port call or PCS, convalescent leave, or return of family members to sponsor's household following a short term absence due to emergencies.

f. Rent. Assistance includes payment of initial rent and security deposit, payment of rent to prevent eviction, house and trailer payments to prevent foreclosure, and emergency shelter.

g. Food. Assistance may be provided for food to prevent privation.

h. Utilities. Assistance may be provided for payment of required deposits or for payment of bills to prevent utility shut off.

i. Essential privately owned vehicle. Assistance may be provided for repairs, insurance premiums, or emergency operational needs (gasoline, oil, and tolls.)

j. Clothing. Assistance is provided only when the clothing is needed for everyday living.

k. Fire or other disaster. Assistance will be provided and limited to the amount needed to prevent privation.

l. Privation. Assistance is authorized to prevent privation for valid causes not otherwise identified above.

Soldiers and family members applying for AER assistance should bring their military identification card and be prepared to document their emergency with such paperwork as their last leave and earning statement, police reports, written estimates or POV repair costs, eviction notices, utility shut off notices, funeral cost estimates, and so forth.

Commanders of soldiers who are experiencing difficulties in obtaining assistance should contact their Soldier and Family Assistance Program Manager office immediately for further guidance.

Army Reserve turns 92

by LTC Randy Pullen
Army News Service

The Army turns 225 years old in June and the Army National Guard traces its history back more than three and a half centuries. So the Army Reserve - at 92 - is the youngest of the Army's three components.

But if that leads you to think the Army Reserve does not have much history, think again.

Army Reserve history includes places like the Meuse-Argonne, Chateau-Thierry, Bataan, the Pointe de Hoc and Utah Beach in Normandy. Reservists were also present at Metz, the Umurbrogol Pocket on Peleliu, the Urasoe-Mura Escarpment in Okinawa, the Chosin Reservoir, and Chu Lai. More recently, Dhahran, Mogadishu, Tuzla, and Pristina have been destinations for Reserve members.

The Army Reserve traces its beginnings to April 23, 1908, when Congress passed Senate Bill 1424. This act autho-

rized the Army to establish a reserve corps of medical officers. The Secretary of War could order these officers to active duty during time of emergency. This was the nation's first federal reserve.

Today, the Army Reserve is the Army's essential support force. Without the Army Reserve, the Army cannot perform its missions. Thus, unlike its earlier "for emergency use only" history, today's Army Reserve is used every day. Army Reservists can be found wherever the Army operates at home and abroad. The area of operations for the Army Reserve is global.

The reason is simple: many critical types of support units and capabilities are either exclusively or primarily in the Army Reserve. The Army Reserve has all of the Army's training divisions, railway units, enemy prisoner of war brigades, and chemical brigades. It has most of the Army's civil affairs, psychological operations, medical and transportation units, and a large portion of its public affairs, engineer and power projection assets, too.

As vital as the Army Reserve units are - 1,600 units located in 1,100 Army Reserve Centers all across America - the individual men and women of the Army Reserve are even more important. These dedicated citizen-soldiers carry their civilian-acquired skills and expertise with them to meet the needs of the Army and the nation, then return home with even greater skills and expertise to make their communities better. They volunteered to be "twice the citizen" and they are.

Today's Army Reservists, with a 92-year legacy of outstanding service to our country, are committed to ensuring the Army Reserve remains the Army's indispensable component in the new millennium and that the United States Army continues to be what it is -- the best Army in the world.

Correction: The URL listed at the end of the Recruiting Central article on page 16 of the February/March RJ should read:
www.usarec.army.mil/ariss/rc/.

Delta seeks recruiters

Recruiting for Delta is a unique assignment. It requires the ability to interact effectively with prospective Delta candidates as well as with senior Army leadership. Delta recruiters must exhibit those personal qualities found in Delta members. It requires a competent briefer,

one who is highly motivated, and who is capable of working alone without direct supervision.

A potential Delta recruiter should meet the following prerequisites:

- Volunteer
- MOS 79R (Regular Army)
- SSG or junior SFC
- No history of recurring disciplinary action
- Possess or be able to obtain a secret security clearance
- GT score of 110 or higher
- Pass the APFT
- Airborne qualified or volunteer for airborne duty
- Have demonstrated success as an Army recruiter
- Minimum 12 months successful station commander time

Interested recruiters should mail a copy of their DA Forms 2A and 2-1, last five NCOERs, DA Photo, PT score card, and contact phone numbers to Recruiting Team, PO Box 70149, Fort Bragg, N.C. 28307. Fax copies to commercial (910) 396-0607 or DSN 236-0607. POC is MSG Jeff Ingram, (910) 396-0689 or DSN 236-0689.

2000 Savings Bond Campaign

The 2000 Savings Bond Campaign will be conducted between 1-30 June 2000. The theme is "Creating a New Century in Savings." Financial security is a goal we all seek. Bonds present an excellent opportunity to provide financial security for soldiers, civilians, and their families and are an affordable way to build a future. There is no better way to secure your future and show your support for the United States than to participate in the payroll savings plan.

New inflation indexed Series I Bonds will be offered as well as the traditional Series EE Bonds. Both will be available through the payroll deduction plan. During the campaign, you will be encouraged to initiate or increase savings bond allotments. The Savings Bond Payroll Plan provides an easy, safe, and profitable investment opportunity. The market-based rate from November 1999 through April 2000 for Series EE bonds is 5.19 percent and 6.98 percent for Series I Bonds.

House Declares American GI "Person of the Century"

American Forces Press Service

House representatives voted April 10 naming American GIs as the "Person of the Century" in their Concurrent Resolution 282 with the Senate. The House sponsor was Rep. Robin Hayes of North Carolina. "I am continually impressed and made proud by their dedication, commitment, and patriotism," he said in introducing his resolution.

"We are just turning the corner on a period in which we ask the American GI to do more and more with less and less," Hayes continued. "As I have gotten to know these brave men and women, one statement continues to ring in my ears, the statement made during a military personnel hearing at the Norfolk Naval Base was, 'Sir, whatever you give us, we will get the job done.'"

"The spirit of the American GI — soldier, sailor, airman, and Marine — that 'can-do spirit,' is why we honor today the American GI as the 'Citizen of the Century,'" he said.

Rep. Mike Thompson of California extended "GI" to members of the Coast Guard and Merchant Marine, saying, "It was the American GI, known at different periods of the century by names such as Doughboys, Yanks, Buffalo Soldiers, Rough Riders or the American Expeditionary Force, who carried America's value system abroad and demonstrated unselfish courage aiding those who struggled against tyranny and oppression. ... Indeed, there is probably not a region of the world whose people have not benefited from the presence of the American GI during the 20th century."

Rep. Jim Gibbons of Nevada, a co-sponsor and one of the 10 House supporters who spoke in favor of the resolution, is a veteran Vietnam and Gulf War pilot. "The United States, through two hot world wars and a long Cold War, and numerous wars and conflicts in all the far-flung reaches of this troubled globe, has been called the 'arsenal of democracy,'" he said. "The American GI was the bearer of those arms and our American flag. He was, and still is, the guardian of our and our allies' security

and freedom."

"The sacrifice, dedication, and honor of our soldiers has been a lamp unto the world, the shining beacon of liberty," Gibbon concluded. "The American GI kept our flame of freedom burning brightly through the grim and dark skies; through blood, sweat and tears; through times of adulation and sadly, through times of unreasonable contempt. But stand they did."

"Throughout this sad and bloody century, it was the GI — the American citizen soldiers — who left hearth and home, put his or her personal plans on hold, and traveled to every corner of the world to save the concept of democracy and preserve the value of freedom," said supporter Rep. Jim Kolbe of Arizona.

"Despots and dictators throughout this century were halted in their tracks and driven back to their lairs because Americans were not, as they thought, too soft and decadent to resist their battle-hardened armies.

He concluded: "There have been many great people this century who have symbolized the struggle for freedom in the 20th century— Churchill, Roosevelt, Reagan — but it is the millions of people behind them, the American GIs, who actually delivered on that promise."

TRICARE Help Website

TRICARE has instituted a new service designed to assist all beneficiaries. TRICARE Help E-Mail Service (THEMS) works by allowing individuals with access to a computer at work or at home to e-mail their TRICARE questions, issues, or concerns to the following address: TRICARE_Help@amedd.army.mil where experts answer their questions and pass on the comments. The help service handles everything from basic TRICARE information to individual TRICARE issues, including claims issues. Issues beyond their control, such as political/policy changes, are routed to the appropriate agency for comments. Each and every e-mail received is tracked to ensure all correspondence is answered promptly and accurately.

Listed below is additional information about THEMS.

* **What is TRICARE e-mail help?**

TRICARE e-mail help is the Army's free service designed to get you quick answers to any TRICARE question. Whether you are looking for basic TRICARE information or have a more difficult issue involving TRICARE, there is one address where people are standing by to assist you.

* **Who will answer my mail?**

You will receive an initial response from the professional administrative staff within one business day. This initial response will let you know which TRICARE expert has been assigned to help answer your question. The TRICARE experts work at Army hospitals, the TRICARE Management Agency, the United States Army Medical Command/Office of the Army Surgeon General, and for the Assistant Secretary of Defense for Health Affairs. If it has to do with TRICARE, there are people who can answer your question. No matter what part of TRICARE your e-mail pertains to, your personal information is kept confidential.

* **When will I receive a reply?**

Once your inquiry reaches one of the experts, you will get an answer fast! In some cases, the expert can resolve your issue the same day. With more difficult issues, you can expect at least a preliminary response in a week.

Cyber recruiters receive record amount of e-mail traffic

The USAREC cyber recruiters have been exceptionally successful. Over the past 90 days, cyber recruiters, SFC Mark Edwards, SFC Lindsey Hershey, SSG Chris West, and SSG Carl Shoup, processed 340 e-mail messages a week, a new record. The cyber cell located at USAREC HQs, Advertising and Public Affairs, has done a great job in helping the command get high quality recruits in the Army.

Recruiter Journal on the USAREC Intranet

The Recruiter Journal is now available on the Intranet. The Dec-Jan and Feb - March issues are currently posted. Both issues are in the Acrobat PDF format.

In the future, we plan to "publish" the next electronic issue as soon as we approve our print proof copies so the electronic version will always be available about a week before the print copy is mailed. Electronic versions will be archived at the Intranet Home Page, thus, they will always be available for reference.

Nonsupport of family members is a serious matter

There is probably not a day that goes by that a commander, Staff Judge Advocate, Inspector General, or Congressional office somewhere in the world does not receive a request for financial assistance from a spouse or ex-spouse of a soldier. Many times these soldiers move to a new duty station and simply continue on with their lives as if they had no obligations to support the family they left behind.

Soldiers are required to manage their financial affairs in a manner that does not bring discredit upon themselves, their command, and the Army. This responsibility includes maintaining reasonable contact with their family members so that their financial affairs do not become an issue for their command. They must conduct themselves honorably concerning their parental commitments and responsibilities by providing adequate financial support to their family members. Soldiers must comply with all court orders.

In the absence of a court order, the soldier is required, as a minimum, to provide support in the amount equal to his basic allowance for quarters with dependents. There are many variations of this amount but this is the minimum required.

AR 608-99 governs financial support of family members, child custody and visitation, paternity, and compliance with court orders. The Army has an interest in the welfare of the soldier and his family.

Soldiers who refuse to support their family members are subject to UCMJ punishment, as well as adverse administrative action and other adverse action authorized by applicable sections of the US Code or federal regulations. Actions that commanders may take against soldiers who fail to comply include counseling, admonition, memorandum of reprimand for filing in the soldier's military personnel records, bar to

reenlistment, administrative separation from the Army, nonjudicial punishment under UCMJ, Article 15, and even court-martial.

Unless directed by a court order, soldiers have a variety of options available to them for providing financial assistance. They can deliver cash to the appropriate individual and receive a receipt; they can pay by check, money order, or electronic transfer. The preferred payment option is a voluntary allotment to the individual. In the event the soldier does not elect to voluntarily pay support, there is the involuntary allotment, and finally garnishment of his wages may be authorized.

A family member has several options available to them in getting assistance in receiving financial support. Their first line is the soldier's chain of command. If they don't receive the necessary assistance, other avenues are the Inspector General and congressional channels. When the soldier's commander receives an inquiry concerning nonsupport, he must thoroughly investigate the situation and provide a full response.

Retention rates on rise

*by Brooke Ruivivar
Army News Service*

Army retention rates are healthy, LTG David Ohle, deputy chief of staff for personnel, told the House Armed Services Committee March 8.

"Through the first quarter of fiscal year 2000, we have reenlisted 102.9 percent of our first quarter mission and are on track to make the 68,000 reenlistment mission that is required to sustain our 480,000 soldier Army," Ohle said.

Ohle appeared before the Subcommittee on Military Personnel, explaining the retention and recruiting challenges the Army faces. Although the Army's reenlistment program is currently doing well, he said reenlistment factors and programs need to be closely monitored so they will continue to succeed. He said the Army needed to offer stronger incentive packages to encourage soldiers to reenlist.

"Civilian employers are actively recruiting service members," Ohle said. "They are offering bonuses and benefit packages that we simply cannot expect to

match under current bonus allocation rules and constrained budgets."

Ohle also touched on the recent recruiting problems the Army has faced. He cited "the combined effects of the strongest economy in 40 years, the lowest unemployment rate since the all-volunteer force began, and a low propensity to serve" as the Army's biggest recruiting obstacles.

So far this year, the Army has exceeded its active Army accession requirements, Ohle said. The Army National Guard is meeting its requirements, but the Army Reserve is about 3,000 below its goal.

Last year, a recruiting shortfall was predicted, and more effort was put into retention to make up the deficit, Ohle said. The Army retained 109.5 percent of its reenlistment goal: 6,147 soldiers above its 65,000 reenlistment mission in fiscal year 1999.

This year, the Army's retention mission is 68,000. To meet that, Ohle said, the Army is offering more incentive packages to reenlisting soldiers.

"The Selective Reenlistment Bonus, or SRB, offers monetary incentives to eligible soldiers, primarily in the grades of specialist and sergeant, to reenlist in skills that are critically short or that require exceptional management," Ohle said.

The SRB program received a \$44 million increase in the FY00 Congressional Markup, which brought its budget to \$107 million. The SRB program is designed to increase reenlistments in infantry, armor, special forces, intelligence, communications, maintenance and foreign languages.

The Targeted Selective Reenlistment Bonus program, which began as a test program at three installations last year, has been expanded to 11 more installations.

"The TSRB pays a reenlisting soldier a higher amount of money to stay on a station at a location in the program or to accept an option to move," Ohle said.

He said the officer retention rates are slightly below the fiscal year 2000 mission. Officer retention rates for captains, in particular, are falling. Ohle said the effect of the captain shortage is counterbalanced by an overage of lieutenants.

Spirit of America revived to c

*story provided by
MDW News Service*

The Army will revive a long-standing tradition this June, the Military District of Washington's "Spirit of America," as a means of marking the Army's 225th birthday.

The program was MDW's signature piece from 1971 to 1996, performed around June 14, the anniversary date of the founding of the Continental Army. "The audiences remember the show with great fondness," LTC Richard L. Breen said. Breen, the public affairs officer for MDW, said his office used to do ticketing for the show and, since it was cancelled in 1997, has each year had to inform scores of people the event was not being staged.

"Spirit of America is a dynamic, educational and entertaining event that showcases our Army," Breen said. "We believe Spirit of America is a great way to tell the American people about our soldiers, our heritage, and our Army."

The 3rd US Infantry (The Old Guard) and The US Army Band, "Pershing's Own" — the premier ceremonial troops of the Army — took on the task of staging and performing in the show with production guidance from MDW's Office of Ceremonies and Special Events, principally Mark Murray, the show's producer.

"It's going to be very difficult starting up again," Murray said, noting that all of the Old Guard experience has transferred on to other duty stations since the last Spirit of America was staged, June 13-16, 1996. All the same, the challenge excites Murray, who is hard at work making sure the millennial show tops those that went before.

For one thing, the show will be presented at the MCI Arena in downtown Washington, D.C., the new home of Washington's professional basketball and hockey teams, the Wizards and the Caps. Six shows are planned from June 14 to 18.

From 1975 to 1996 it took place in Landover, Md., at the USAir Arena. Using live actors and screened documentary, the show traced the history and development of the Army from the crucible of its creation through the wars and other missions that

have tempered and annealed its spirit. Performing units of the 3rd Infantry and Pershing's Own are showcased in the production. The many props used included an elaborate light show, howitzers, and horses of The Old Guard's Caisson Platoon.

The 1996 show took Spirit in a new direction, one that Murray believes can be more fully realized. Subtitled "A Soldier's Journal," it employed the words Americans have used to describe their participation in the long history of the US



Army. Murray likes "the first-person narration" employed in that show as opposed to "a voice of God" spoken over the actors.

The musicians of the Army Band will be used more than in the past, Murray indicates. For example, a soloist might step from a tableau and render a song of the era being portrayed.

Murray did "a lot of thinking about it" over the holidays,

Celebrate Army's 225th birthday

then got to work building the show with the bounty of talent available to him.

Prior to World War II, the 3rd Cavalry Regiment conducted periodic military shows at Fort Myer during the winter. The 3rd US Infantry and Army Band revived this tradition in 1961 at the North Area Gymnasium, now known as Conmy Hall, calling its show "Prelude to Taps."

Attendance during those first seven shows in 1961 was more



In 1971, the show became Spirit of America, traveling that year to a performance in Norfolk, Va. In 1974 it moved to the larger quarters in the newly built Capital Center. In 1997 and 1998 the command experimented with an outdoor version of the production.

"America's Army in Review" entertained crowds those years on the grassy slope west of the Washington Monument. Lack of seating limited the view and the viable audience size, however, and the show was discontinued in favor of a longer season of Twilight Tattoo at the Ellipse, where stadium seats for White House tours allows for better and more comfortable viewing.

There are no plans to do away with the longer Twilight Tattoo season, which dropped off its very earliest shows and began May 3. That show is an outdoor parade that gives spectators an overview of the Army and the specialty units of the Military District of Washington.

Abe Pollin, owner of the Wizards and the Caps, developed both the Cap Center and the MCI Arena. He is making the MCI Arena available for the Army show.

"Abe Pollin has supported us 100 percent over the years," Breen said. Pollin made space available

then, and he is making it available this year. "He is as much committed to making this a success as the US Army."

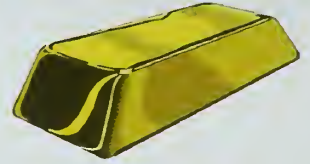
Breen said he expects all of the shows in 2000 to play to capacity houses. With 15,000 seats available for each show, that's nine times the size of the audience in the first year of "Prelude to Taps."



than 10,000 persons.

Gradually the production schedule shifted toward the spring and became associated with the Cherry Blossom Festival. Army Rangers demonstrated their skills in these early versions, and a production number called "The Story of Our Nation's Flag" was sometimes separately staged.

Market Strike helps recruiter strike gold



story by Lee Elder
Nashville Bn A&PA

Nashville Battalion recruiters will tell you Market Strikes are a lot of work, but the results are worth the hours of planning and the constant, round-the-clock effort.

Operation Market Strike, as it's known to the Nashville Battalion staff and recruiting force, is becoming more commonplace in and around the Tennessee and Kentucky areas the battalion covers. The week-long effort involves bringing the battalion leadership team along with members of the operations, advertising and public affairs, and education service specialist sections to company areas to step up recruiting efforts.

"Market Strike involves putting assets on the ground to assist the company to help them blitz their market and expand the Army presence in their areas," explained MSG Bruce MacDonald, the battalion's operations sergeant. "It gives the staff members a good chance to work with recruiters on an everyday basis."

Among the goals of Market Strike, MacDonald said, are:

- increase recruiter activity to assist in lead generation;
- double local presentation efforts;
- provide high school presentation activities; and
- give field recruiters hands-on, performance-oriented training.

The first Market Strike was held at Knoxville (Tenn.) Company in 1997, but the program was revived last year

shortly after LTC J. Kirk Burton took command of the Nashville Battalion.

When possible, the Market Strike teams also try to incorporate their visit with local or national The Army Involvement in Recruiting teams.

With the TAIR teams, Market Strikes have to be planned months in advance, MacDonald said. In addition to assets, battalion staff must take time to assess the company's needs and stations that need a boost and could be helped by a Market Strike.

"Each market is unique," MacDonald explained. "Flexibility is key. Market Strike cannot be a one-size-fits-all activity. Ultimately, we rely on the company to show where the greatest needs are and how we want to deploy these assets."

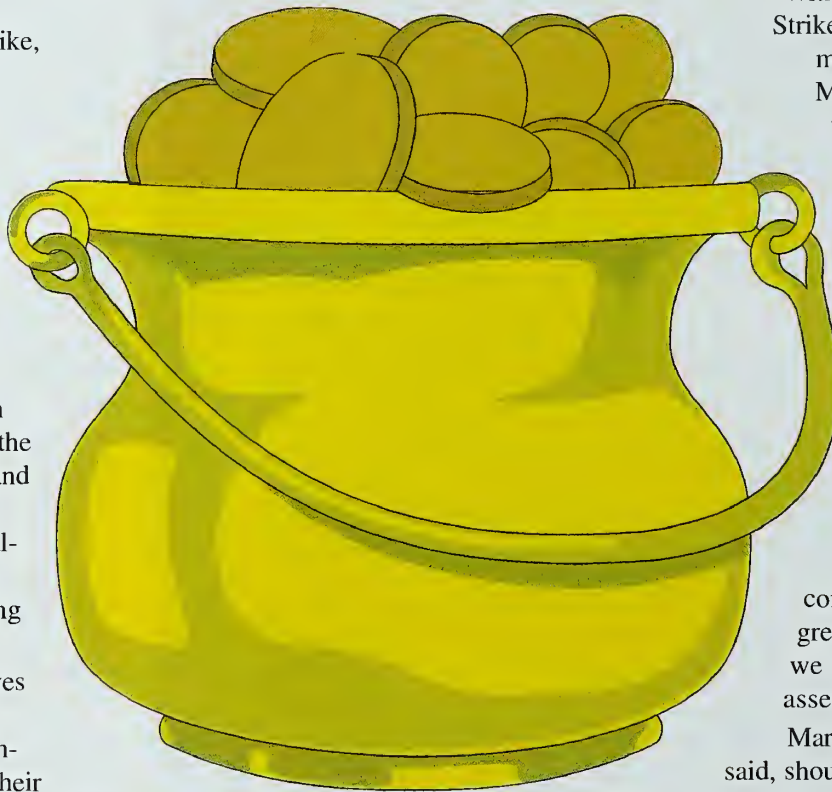
Market Strikes, MacDonald said, should be a three-pronged operation. The upper level involves

members of the BLT.

"With the senior officer out with us, we try to access those individuals who make up the upper level of a college, high school, or community," MacDonald said. "That's their task."

The second level involves the TAIR teams and other assets concentrated primarily in area high schools and colleges, MacDonald said. The final level is with the recruiters themselves.

"We work on the recruiter skill levels when we're on the ground with them," MacDonald said. "We work side by side with recruiters. We don't do the work, but we show them what to do."



Often, Market Strike personnel assume much of the telephone contact responsibility, giving recruiters the flexibility to concentrate more on face-to-face activities. Operations staff always bring hip pocket training with them to give field recruiters in case their activities are deterred by cancellations or weather problems.

So far, the Market Strike operations have been well received in Knoxville and Chattanooga companies.

"It went pretty well," said CPT Hugh K. Rogers III, who commands the Knoxville Company. "There was a lot of good training going on.

"Having the recruiter trainers working hands on with some of our recruiters was very beneficial. My focus was to use it as opportunity training to learn what we could let that interaction set up long-term instead of going for a short-term contract."

Rogers said he sought to use the Market Strike opportunity to bolster his presence in area schools.

"I now have a rapport with more educators than I had before Market Strike," Rogers said. "That redefined our commitment toward them and showed we're willing to take it to another level."

According to Rogers, the educators felt they were being treated special when the battalion brought folks from Nashville into their high schools. However, despite the increased exposure, Rogers said the mentoring his recruiters received was Market Strike's biggest benefit.

"Interaction and training was the biggest benefit," Rogers said. "Having the staff members working with us gave us

time to talk about requirements, and we got a better feel for how they were doing business at their level."

"A lot of things used to get lost in the translation. Just having them down here was beneficial, and we learned the value of having a plan."

For Rogers' counterpart in Chattanooga, CPT Massie C. Harris, having his Market Strike toward the end of the year was most beneficial.

"It was good timing," Harris explained. "We were able to box three stations, and that was the first time we had been able to do that in the history of the company."

With staff members manning the telephones, Chattanooga Company recruiters got some valuable exposure in the community. This presence was heightened by having pre-planned newspaper, radio, and theater advertising to back them up.

Market Strike was also a much-needed boost for sagging recruiter morale.

"It really helped our large stations," Harris said. "It made them feel like they could succeed without having past failures hang over their head. The media exposure and getting recruiters out in their area really made a lot of money for us."

Rogers said he is ready to go again. "I am looking forward to the next time around," Rogers said. "The difference was having a plan and wanting to do better."

"The greatest selling point is training the force out here to maximize the resources and abilities of the staff and making the most efficient use of that training." 📞



Cleveland (Tenn.) radio personality, Corky Whitlock, interviews SSG Ross Wooten (left) and LTC J. Kirk Burton during his morning show. (photo by Theresa Rachael Shope, Nashville Bn A&PA)

Station Teams Achieve Success

Jacksonville Recruiting Company - a recruiting success story

by Kathleen Welker, A&PA, USAREC

Although the past two years in Army recruiting have been challenging, the Commanding General believes recruiters have "turned it around" and that success is imminent. In fact, in Jacksonville, Fla., success has become a way of life, as the five recruiting stations of Jacksonville Recruiting Company have completed mission box every month except October since July 1999 (and one station has boxed every month).

How is Jacksonville Company doing so well? You might think it's experience, or skill, or luck. But according to ISG Gregory Melcher, more than half the recruiters of Jacksonville are still on the TTE program, with less than a year of Army recruiting under their belts. Additionally, the company area has the lowest unemployment rate in the battalion, and Jacksonville recruiters say their call-ins and walk-ins are largely unqualified for enlistment, so it's not luck.

So what is it about Jacksonville? The battalion leadership team, LTC Clinton D. Esarey and CSM Maria Martinez, attribute it to the convergence of two things, leadership and station missioning.

The station missioning concept is the Station Teams Achieve Success (STAR) program that, since April 1999, assigns mission to the station, rather than assigning each recruiter an individual mission. Brigade commander, COL Mark Hays, believes that station missioning is the route to success.

"It just makes sense to me since the rest of the Army works in teams," Hays said. "Recruiting units are Army units - we are an Army unit that does sales - so why shouldn't we work in teams? It's obvious that not all recruiters have the same skills and abilities. It's intuitively obvious, then, that we should take advantage of those particular abilities, make a recruiter's strengths work to our advantage, rather than forcing all recruiters to work with their weaknesses."

Hays ordered the entire brigade to

start working under the station missioning concept in April 1999. His previous experience as a battalion commander (Salt Lake City, 1993-1996) and as 1st Brigade's deputy commander convinced him that, with some refinement of a previous concept, station missioning would lead to successful stations, companies, and battalions.

"First, recruiters work together, station commanders lead and direct the action, and CLTs provide more leadership training and support," Hays explained. "This accomplishes two things: mission success this month and a desire and plan for mission success next month. The critical piece of success under STAR is leadership, and the center of gravity is the station commander."

Hays' direction for STAR is to focus on this month's mission box, fill all the categories, then prepare for next month. It's a long-term concept and the brigade commander demands continual prospecting for Alphas. Overproduction occurs when stations make mission box early in the month.

"If you are also preparing for next month, you will eventually start achieving mission box earlier in the month. This allows more time for personal planning and, yes, more prospecting," Hays said. "I really believe this is the way to success."

Under STAR at Jacksonville Company, Melcher said, "We've gone from being an average company to very successful. Part of that stems from leadership. Our battalion leadership perpetuates leadership and provides us every opportunity for success. The other factor is the STAR program. STAR gives each recruiting station the flexibility to do what they think it takes to make the mission."

"The BLT really embraced it, and LTC Esarey listens to what his soldiers need to be successful under the new program," Melcher said. "He's got Operations and the rest of the staff really energized to support us. By July the entire company was making mission box."

JAX West

Jacksonville West station commander,

SFC Elton J. Cook, gives some of the credit to the company leadership team, especially the first sergeant.

"We get a lot of hands-on help from the first sergeant," Cook explained. "If we need him to do anything - talk to parents, go to a school, help make a close - he'll do it. And that's good mentoring too."

Cook, who has been in USAREC since August 1999 and was meritoriously promoted to SFC, believes that the STAR brings everyone together as a team. Another Jacksonville West recruiter agrees.

"We all put our shoulders to the wheel," SSG Edward F. Barker said. "But when we work together - we all have strengths and weaknesses - handing off to another recruiter is not a big deal. We all want to be successful, and as a team we are successful."

SSG Keith A. Mills was Jacksonville Battalion's top recruiter last year; he is currently working at the Jacksonville West station. He believes STAR promotes teamwork.

"We know each other's talents. For example, one recruiter might be excellent at face-to-face prospecting but not so good at closing. We try to travel in teams to better utilize our skills."

JAX North

At Jacksonville North Recruiting Station, SSG Todd J. Jurkiewicz has been on recruiting duty for almost three years and has had no DEP losses this year. He mentors new recruiters with this philosophy about high school DEP members: "Keep them in school, keep up with their lives, keep up with their grades."

Jacksonville North station commander, SFC Rickey Hawkins, said his station area is the toughest in the battalion, with lots of transients, and that his recruiters didn't at first believe they could be successful in their environment.

"Teamwork is key," Hawkins said. "We try to create a family atmosphere in the station, even with our DEP members."

"With STAR, as the team gets close to achievement, all the recruiters are on the same level of excitement. Mission box has to be a total team effort, and the

station commander has to give the proper direction.”

Hawkins believes in motivation and stationing in focus. Some of his techniques include PT three times a week making sure the spouses understand the mission and what it takes to achieve success.

“If we can get our energy level up, whatever that takes, and if we can remain focused on the task at hand, we will be successful,” Hawkins explained. “Recruiting is sometimes like coming from behind in a game, we have to keep our eyes on the ball.”

Orange Park

Orange Park recruiter, SSG R. A. Barrios Quinones, brings a wealth of experience to his presentations when he talks about travel; by age 19, Quinones had been in 34 countries.

According to brigade commander Hays, high schools are open to the entire station under the STAR concept. However, there is an assigned recruiter for each high school who establishes rapport with the faculty, coordinates activities in the high school, and maintains the school folder. So teams of recruiters can visit the school and everyone is allowed to “work” that market.

Melcher explained that when Jacksonville Company started to work under the STAR concept, it took them a few months to get into their rhythm, but now they’re hitting their stride. Quinones described how, at first, recruiters couldn’t believe how successful they were; now, he said, they’ve come to expect success.

“Give someone an opportunity to succeed,” Melcher believes, “and they won’t fail.”

Working as a team has its challenges, though. SFC Terry Glover, also at Orange Park, thinks it important to find a partner you are compatible with, so you have to understand your own strengths and weaknesses as well as your partner’s. Training and guidance from experienced recruiters is key. Mentoring is critical.

“My recruiter, the soldier who recruited me, is still in Jacksonville Battalion,” Glover said. “He changed my life. Now I can do the same for others.”

Orange Park station commander, SFC Ronald S. Fillmore, agrees that mentoring

is a necessary component to the success equation.

“The seasoned recruiter must mentor the new recruiter,” Fillmore said.

“Recruiters come here straight out of the schoolhouse and they want to succeed. They know the textbook, but they’ve never really walked the walk. That’s where the seasoned recruiter must help. The seasoned recruiter can show you the mistakes he made, so you won’t make the same mistakes and lose time hitting your stride.”

Fillmore believes that leadership, training, and discipline foster teamwork.

JAX South

“The key is to focus on the quality people we can put in, as opposed to those we might put in,” said SFC Paul T. Thornton at Jacksonville South station. “The team concept gives us a chance to pick up where someone else leaves off. For example, our station commander will make calls from the processing list, just to get us off to a running start - that’s one of his contributions to the team effort. The company works the same way.”

Station commander, SFC Case E. Odle, credits a lot of the company’s success to 1SG Melcher’s leadership style and he agrees with Thornton that Melcher is an excellent teacher of recruiting. (Melcher is a former instructor at the Recruiting and Retention School, Fort Jackson, S.C.)

“He always tells us not to be in such a hurry to get to the laptop or the sales book,” Thornton explained. “He says we should talk first, develop that rapport before trying to sell.”

Odle explains that, with five station commanders, Melcher has made his own assessment of SC strengths and weaknesses and uses a different motivational approach with each commander. For example, one SC might respond better to positive reinforcement and latitude, while another works better with specific challenges.

About STAR, Odle believes that the individual mission narrowed a recruiter’s focus to his or her own accomplishment, but that STAR allows NCOs to effect the bigger picture. With no zones and no real school boundaries, by encouraging team interviews and prospecting, Odle

says in many cases a prospect might see three recruiters. If one’s style and information doesn’t prompt a response at least the reinforcement keeps Army awareness in the front of that prospect’s mind.

Neptune Beach

As the station commander at Neptune Beach, SFC Luis Figueroa believes STAR makes it easier to take charge of the action in his station.

“We are given the latitude we need to do what we think is necessary to make mission,” Figueroa said.” The CLT and BLT give us every opportunity to do our own thing, and success is the result. The team concept works to balance our abilities here in the station.

“Let’s face it,” Figueroa continued,” not every recruiter has the same skills. With one recruiter in one school, if his skills are weak in a critical area, that’s just a recipe for disaster. In my station, recruiters always travel in teams - not everybody is good at everything, so we balance the strengths and weaknesses throughout the station area.”

Jacksonville Company has benefited from encouraging leadership and station missioning. The proof is that they have completed mission box seven of the past eight months, and they are well positioned to keep their streak going.

“It’s a lot of hard work,” Figueroa said, “but now we know we can make it.”

Tips from JAX CO


Tell prospects everything - the good, the bad, and the ugly - so they are prepared and won’t think you’ve sandbagged them by holding back info that’s critical to their informed decision.

Write up a CONAP contract on everyone.

Be real; be yourself. You are the expert on the Army - believe in yourself and your experiences.

The station commander is the pivot on which it all hinges.

Boxing early means extra prep time for the next month. In the long run, stations will box earlier and earlier in the month.

Overproduction is a matter of negotiation with the chain of command, because no one is turned away if they want to enlist now (assuming basic qualifications are met). 



Chaplain's Motivational Notes

“...Take a Hike!!!”



Chaplain (LTC) Jim Stephen
USAREC HQ

Choose a path, any path—a path that winds along a wooded stream or through an elm-bordered park, or a sidewalk that cuts across the urban sections of town, or around a neighborhood block—and walk. Yes, walk. It's good to walk. Walk for your health; walk to think new thoughts; walk to cleanse the emotions of stress; walk for the joy of it.

To be sure, there are faster and more efficient means to get from one place to another. Jet planes can whisk us to any part of the planet in the same day. Modern trains can carry us across long stretches of country in a matter of hours. And our own automobiles will get us across town in minutes—all, of course, if there are no tie-ups, traffic jams, or breakdowns.

But faster is not always better; for what technology has given us in time and efficiency, it has taken away in beauty and vision.

We can make out cities from our plane seat at 30,000 feet, but the people who work and laugh below are lost. We see the passing pond from the fast-moving train, but the blue and silver sheen of the dragonfly wing, which hovers above the glimmering water, is missed. We see the bakery sign only briefly as we pass by in our car, but the delicious smells are left for others to enjoy.

But a walk turns the traveler into a visitor, an honored observer of everyday life. The mind, the senses, the emotions are at their best during these intervals of walking. As we leave the confines of home or office and start forth under our own power, we become ourselves – an independent person, experiencing the world.


A walk purges our mind from common cares and opens the inner eye. As we move from point to point, we're left alone with our thoughts to contemplate our lives, our condition, our surroundings.

A walk sharpens the senses. The smells, the sounds, the sights we experience while wandering slowly through field or suburb are only revealed to those who set a slower pace the rhythmic sound of singing cicadas on an August evening, the varied smells of country fields or neighborhood kitchens, the sight of small faces peering from frosted windows.

A walk exercises the body, increasing the circulation, improving our breathing, invigorating the mind, and strengthening the muscles. A walk puts the entire body to use.

A walk is nurse to the body, professor to the mind, psychologist to the emotions, parson to the soul.

And, perhaps, while walking we will encounter something more momentous than new sights and sounds. Perhaps, among the endless elements of life, we'll find a portion of ourselves.

So get out there and take a hike. Get to know yourself, your family, and your community. You may find that you will be a more effective person, parent, or even soldier. 



2d AMEDD Detachment recruiter trainer coaches Georgia Tech Ice Hockey to 2nd place finish in National Tournament

*by SFC Howard Green,
2d AMEDD Det Ops NCO*

SFC Kenny Day wears many hats and different titles, in addition to serving as the USAR medical recruiter trainer for the 2nd AMEDD Detachment located at Fort Gillem, Ga. His current assignment requires him to train all Army Medical Department USAR recruiters in 10 southeast states and Puerto Rico.

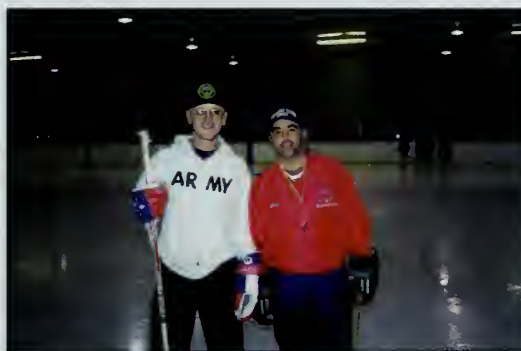
During his "spare time," Day serves as the assistant head coach of the Georgia Tech Yellow Jackets ice hockey team. The team recently concluded their 1999-2000 season with great success. Besides winning the College Hockey South Division Championship, Georgia Tech was one of four American Collegiate Hockey Association Division III teams invited to participate in the National Championship Playoffs. The team flew to Washington, D.C. and played the "final 4" tournament at the US Naval Academy Ice Arena in Annapolis, Md.

Also competing were the Naval Academy, Butler University from Indianapolis, Ind., and American University from Washington, D.C. Tech got off to a good start by defeating the Naval Academy 3-2. "It was a very fast paced, hard-hitting game, and a special pleasure for me personally to beat Navy on their home ice in front of the entire Academy" said Day. "The boys knew this game was very special to me and they came out fired up and played hard for all three periods."

Georgia Tech made it to the championship game against Butler University, who defeated American University 7-3. Tech came up short in a defensive clinic and lost 1-0. The team finished the season with an overall record of 25 wins, five losses, and one tie. "I think we left a lot of emotion on the ice against Navy, and we just couldn't get anything going against Butler," said Day. "We outshot Butler and hit the goalpost four times and just couldn't get the puck in the net. The

defensive effort was exceptional, but we tip our hat to Butler because they had an excellent goalie and they got the job done, and deserve to be National Champions." Georgia Tech's record was the team's best overall record in 26 years and was the team's first ever visit to the National Championship Playoffs.

Prior to his current assignment, Day served as an AMEDD recruiter in Northern California. He also coached high school hockey in California as head coach of the Santa Clara Blackhawks, and head coach of the Sacramento Flames. He became friends with Randy Scott, head coach of the University of California-Davis, and was asked to join the staff. "Kenny coaches and leads by example" said Coach Scott, "I knew his strong point was coaching the defensemen and goal tenders and that was exactly what I needed; we inserted his defensive schemes and saw our goals against average drop dramatically. We also won the Pacific Coast Hockey Association Championship during the 1996-97 season with Kenny coaching the defense. I still have not been able to replace him and wish the Army would send him back!"



Day (left) with Greg Stathis at Georgia Tech's last practice before National playoffs.

Coaching college hockey might seem an impossible task for a USAREC soldier, but according to Day, a 12-year USAREC veteran and Morrell Medalion recipient, he never had a serious conflict. "We practice at 10 at night, and the games are on the weekend. My commander and first sergeant have been

very supportive. They know I give 100 percent to this Detachment, and they are quick to support me 100 percent. "Their support and encouragement make my participation easy, and I appreciate them both.

"The team knows that I'm an active duty soldier, and if there is ever a conflict with schedules, I will have to miss a practice or game because the Army is my career and will always come first. I only missed one road trip to Florida and two local games due to our ATC," said Day.

While coaching Cal-Davis, Day managed to consistently finish as the Northern California Health Care Recruiting Team's Top USAR Recruiter, and was the 6th AMEDD Detachment's Top USAR AMEDD recruiter in FY97. He also served as Station Commander for the Golden Gate AMEDD Recruiting Station. He was the top nurse recruiter for his station prior to the merger with USAREC in FY96.

"This Georgia Tech team is very special to me because of what they do not only on the ice, but off the ice also," stated Day. "We conduct three youth hockey clinics during the season free of charge to the community, and every player works three days with Habitat for Humanity as a way to give back to a community that is very supportive of this team." Every player is on track to graduate and are a credit to their school and team."

There is no way I could serve as a detachment recruiter trainer and coach ice hockey without the full support of my Detachment Leadership Team, my fellow trainer, my wife and kids," said Day. I am looking forward to the 2000-01 season. We now have some high standards that have been set, and our goal is to win the National Championship next season!" Day also plans on 2d AMEDD finishing as the top AMEDD Detachment in USAREC this FY. "I hope to have back-to-back championships with this great Detachment followed by the Tech hockey team," said a very confident Day. 

The sky's the limit for recruiting

Golden Knights jump into 2000 tour



Members of the Golden Knights jump into the Pro Bowl in Honolulu.

photo by SSG Ken Kassens

Army News Service

The United States Army Parachute Team, Golden Knights, kicked off their 41st tour season with a jump into the National Football League's Pro Bowl in Honolulu last month.

Special performances featured this year include the Indianapolis 500 on May 28, and "Army Night" with the Chicago White Sox on Aug. 21 at Comiskey Park, Chicago, Ill. The Golden Knights will perform at more than 70 events through November.

More than 12 million people annually see the aerial acrobatics and precision landings at various airshows and special events. During events, Golden Knights parachutists, who are stationed at Fort Bragg, N.C., fall to the ground at up to 120 mph from high altitudes. They stage

maneuvers, such as forming geometric shapes with free-falling parachutists, and interlocking parachutists, and canopies during descent.

Two teams — Black and Gold — perform at shows throughout the world to promote the Army and enhance recruiting efforts. With nearly 8,600 live aerial demonstrations under their belts, the 90 soldiers of the Golden Knights spend up to 230 days a year on the road.

"The Golden Knights take the Army to the backyards of America," said LTC Dave T. Stahl, commander of the US Army Parachute Team. "They are some of the Army's finest soldiers who embody teamwork and excellence."

Golden Knights, men and women alike, begin their careers as other soldiers in a variety of jobs ranging from the infantry and tank driving to military police and

communications fields.

The Golden Knights Formation Skydiving Team and the Style and Accuracy Team also compete in national and international competitions, usually flying away with top honors. The two teams are the current US nationals champions.

Since 1959, the US Army parachute team has performed in all 50 states and nearly 50 different countries. Along with demonstrations and competitions, the Golden Knights test and evaluate new parachuting equipment and techniques to improve skydiving safety and operations.

For more information about their upcoming season, visit their website at www.armygoldenknights.com or contact their operations branch at (910) 396-2036. 

Golden Knights 2000 Schedule

Date, Event, Location

May 27-28, Festival of the Armed Forces Airshow, Randolph AFB, Texas
 May 27-28, Memorial Day Weekend Salute to Veterans, Columbia, Mo.
 May 28, Indianapolis 500, Indianapolis, Ind.
 May 28, Coca Cola 600, Charlotte, N.C.
 June 3-4, Scott Air Force Base Airshow and Open House, Scott AFB, Ill.
 June 3-4, Memorial Services, Belfield, N.D.
 June 10-11, Belmont Stakes, Belmont, N.Y.
 June 10-11, Scouting A New Millennium Expo 2000, Grantsville, Utah
 June 17-18, McConnell Air Force Base Open House/Airshow, McConnell AFB, Kan.
 June 17-18, Philadelphia "Sounds of Freedom" Airshow 2000, Willow Grove, Pa.
 June 24-25, Aviation Expo 2000, Van Nuys, Calif.
 June 24-25, McChord Air Force Base Open House, McChord AFB, Wash.
 June 29, Mountain Fest, Fort Drum, N.Y.
 July 1, Army Days, Clayton, N.Y.
 July 1-2, Moffet Airshow 2000, Moffet, Calif.
 July 8-9, Cape Girardeau Airshow and Open House, Cape Girardeau, Mo.
 July 8-9, Armed Forces Week, New York, N.Y.
 July 15-16, Quad City Airshow, Davenport, Iowa
 July 22, Bassmaster Classic, Chicago, Ill.
 July 22-23, Selfridge Airshow 2000, Selfridge, Mich.
 July 22-23, 2000 Dayton Daily News US Air/Trade Show, Dayton, Ohio
 July 22-23, Triomphe of St. Cyr Military Academy, Coetquidan, France
 July 29-30, Big Sky International Airshow, Billings, Mont.
 July 29-30, Armed Forces Open House and Airshow 2000, Elmendorf AFB, Alaska
 Aug. 4-13, World Freefall Convention, Quincy, Ill.

Aug. 5-6, Community Appreciation Weekend 2000, Mountain Home, Idaho
 Aug. 5-6, North Bay Heritage Festival and Airshow, North Bay, Ontario, Canada
 Aug. 12-13, The Great New England Airshow, Westover, Mass.
 Aug. 12-13, Muster 2000-Community and Military Celebration, Champlain Valley, Vt.
 Aug. 12-13, Naval Air Station Atsugi Open House and Airshow, NAS Atsugi, Japan
 Aug. 19-20, The Prairie Airshow, Bloomington, Ill.
 Aug. 21, Army Night with the Chicago White Sox, Chicago, Ill.
 Aug. 23, Salute to Red, White & Blue, Saratoga, N.Y.
 Aug. 26-27, Rochester International Airshow, Rochester, N.Y.
 Aug. 26-27, Offut Air Force Base Open House and Airshow, Offut, Neb.
 Sept. 2-3, Cleveland National Airshow, Cleveland, Ohio
 Sept. 9, Peterson Air Force Base Show, Colorado Springs, Colo.
 Sept. 9-10, Tennessee Aviation Days, Smyrna, Tenn.
 Sept. 10, Kirkland Air Force Base Open House 2000, Kirkland, N.M.
 Sept. 16-17, 2000 Jacksonville Air and Sea Spectacle, Jacksonville, Fla.

Sept. 17, Motorola 300 CART FedEx Series, St. Louis, Mo.
 Sept. 23-24, Neptune Festival Airshow at Naval Air Station, Oceana, Va.
 Sept. 23-24, Wings of Eagles Airshow, Elmira, N.Y.
 Sept. 23-24, TRADOC Tattoo, Fort Monroe, Va.
 Sept. 30-Oct. 1, Airshow 2000, Liberal, Kan.
 Oct. 7-8, International Airshow 2000, Fort Worth, Texas
 Oct. 14-15, Amigo Airshow, Inc., El Paso, Texas
 Oct. 14-15, 2000 Marine Corps Air Station Miramar Airshow, San Diego, Calif.
 Oct. 21-22, Langley AFB Open House, Langley AFB, Va.
 Oct. 21-22, Moody Community Appreciation Day, Moody AFB, Ga.
 Oct. 28-29, 2000 Naval Air Station New Orleans Airshow, New Orleans, La.
 Oct. 28-29, Thunderbirds Over Long Island, Kings Park, N.Y.
 Nov. 4-5, Keesler Air Force Base Airshow, Biloxi, Miss.
 Nov. 11-12, Celebrate Freedom 2000 Festival, Columbia, S.C.
 Nov. 17-19, Black and Gold Parachute Competition, Raeford, N.C.



Golden Knights jump over the Capital Mall.

photo by SSG Ken Kassens

MP team sinks their teeth into recruiting

by Sharon Mulligan
Public Affairs Specialist
US Army Recruiting Battalion
Southern California
photos by Southern California
Recruiting Battalion

The phrase "Take a Bite Out of Crime" has a whole new meaning to students, teachers, and recruiters in the Southern California Recruiting Battalion area after a visit by two military police officers and their canine partners. Taking a weeklong break from their usual mission of safeguarding the Fort Lewis, Wash., community, the MPs journeyed to Huntington Beach, Calif., to sink their



Adams and Arak explain to a group of students what it's like to be in the Army and work in the law enforcement field.

teeth into recruiting.

SGT Sherell Henderson and SPC Shawn Adams, along with their canine partners, Jary and Arak, recently joined Newport Beach Company recruiters at local high schools and colleges as part of The Army Involvement in Recruiting program. Through TAIR, recruiters are able to bring soldiers into schools to showcase a wide variety of military occupational specialties to students, educators, and community members.

"Having a military working dog TAIR in a school really helps recruiters get 'in the door.' There are some teachers who

will attend this kind of presentation that would not ordinarily let recruiters into their classrooms – won't give us the time of day," said SGT Bart Vandecar, Huntington Beach Recruiting Station. The 11-year veteran of military service added that because of this team visit he was able to speak with several highly qualified students in Advanced Placement classes that he normally wouldn't have access to.

"The MP & canine teams make a very positive impact and get students involved," the Hawaii native said. "They strike up a whole range of questions from the kids and get them thinking about many career possibilities in the Army – everything from law enforcement to veterinary sciences is asked about. The MP and canine teams are even better for us than the Army's Cinema Vans because the vans don't get us access to the variety of students attracted to this presentation."

Knowing the importance of supporting the Army's recruiting mission, the MPs gave the presentation and working dog demonstration their all.

As the crowds of students left their classrooms at Los Amigos High School and excitedly grabbed the best spot on the grass they could for the demonstration, Adams got them fired up by talking about what it's like to be in the Army and work in the law enforcement field. He explained the training MPs receive, the different careers within the military law enforcement branch, and how a soldier becomes a dog handler.

"We go to school for three months to learn to work with dogs," he said. But added the trust and relationship that is built between a handler and his dog is something that is developed over time.

To demonstrate this point perfectly, Adams donned a protective sleeve and assumed the role of the bad guy. At this point, Henderson and Jary took control of



Jary "attacks" Adams after he pretends to threaten the working dog's partner.

the scene. The MP had his partner sit and watch as Adams ran back and forth in front of him. The 3½-year-old narcotic dog did not react to anything that Adams did until told to do so and then he reacted swiftly. Adams went down quickly with a large German Shepherd attached to his arm. The MPs continued the demonstration and explained how a military working dog and his human partner protect each other. Again, Adams was the bad guy, but this time he was a cooperative one up to a point. Henderson told his partner to stay while he proceeded to pat down the suspect. The dog never took his eyes off his partner and was ready to pounce if there looked like there was any danger. To the delight of the students, all of a sudden Adams made a threatening move and started to run away. Jary made sure he didn't get far.

Now it was time for Adams and his six-year-old partner Arak, a bomb dog, to take over. After a few demonstrations with Henderson in the role of the



"Bad guy" Adams gets stopped in his tracks by Jary while trying to flee.

suspect a new twist to the working dog presentation was added. From out of the crowd of students a new threat emerged. This lone bad guy, who was not unknown to the students, was about to make quite an impression on the youth. Wearing a full "bite suit," SGT Alberte Augustine, Huntington Beach Recruiting Station,



DeAugustine gets strapped into a "Bite Suit" with a little help from fellow recruiter SSG Bart Vandecar. DeAugustine volunteered to don the outfit in order to portray a bad guy during the MP working dog demonstration.

became part of the demonstration as he volunteered to be an unruly suspect. DeAugustine learned first hand the importance of cooperating with law enforcement personnel. Amid several "oohs" and "aahs" from the youth, he also helped demonstrate how an MP could subdue more than one suspect with the well-placed assistance of his canine partner.

After the presentation ended, the students gave DeAugustine, the MPs, and the dogs a round of applause

followed by a barrage of questions. During their stay in Southern California the team presented to more than 500 people and gathered more than 200 new leads for the recruiters.

In the few minutes that there was left before the next class bell sounded the youth gathered round the soldiers and dogs and spoke with them individually about their jobs and career choices.

Identifying with the young people he spoke with, Henderson said if they remember only one thing about their presentation is that people who serve in the military are just like them.

"I joined the Army because like a lot of young people I was a hard headed kid," Henderson said. "I heard it was tough and I just wanted to see if I could do it. I'll never regret joining because of the skills, education, and training that I've received."

The Texas native said that he selected the best job for him in the military because as an MP there are so many different jobs that someone could do – traffic, Special Reaction Team, bike patrol, and working dog.

Echoing Henderson's sentiments about the opportunities the

military provides, Adams said he enlisted in the Army as a stepping stone to a career in law enforcement.

"I'll be getting out in 18 months and my Army experience

has put me way ahead of my peers," the Montana native said. "Not only do I have extensive classroom training, but I also have actual hands-on working experience. And that is vital to community organizations.

"I knew what I wanted when I came into the Army," he said. "But a lot of



Arak gives DeAugustine incentive to lie still and be cooperative.

kids don't know what they want and do not realize what the military can offer. By coming here, we hoped to show them the Army is more than just the shoot 'em up stereotype."

Both recruiters were very pleased with the type of positive exposure the Army received as a result of this TAIR mission.

Vandecar said TAIR is a tool to help recruiters succeed in their mission of bringing soldiers into the Army as it may plant a seed in someone's mind. "We want young people to know that what they see come out of Hollywood is not what the military is all about.

"We're real people, doing real everyday jobs you would find in the community," he said. "The Army can give you the training you want, and the experience you need to succeed."



While his partner Arak looks on, Adams instructs the suspect (DeAugustine) to drop to his hands and knees during the TAIR presentation.



Jary, a three-year-old military police working dog, demonstrates it's not all work and no play as he shakes hands with his partner and best friend, SGT Sherell Henderson, 51st MP Detachment.

Service in Somalia changes soldier's career

story by Pearl Ingram, AP&A

HQS USAREC

photos by Joyce Knight,

Visual Spt Ofc, HQS USAREC

A former Army Ranger and veteran of Task Force Ranger in Somalia was commissioned into the Army's Chaplain Candidate program as a second lieutenant.

SFC Jeff Struecker, whose experiences in Somalia during 1993 are written into the book, *Black Hawk Down*, by Mark Bowden, changed his career path from infantry soldier to soon-to-be chaplain.

When Bravo Company, 3d Ranger Battalion got word to deploy to Somalia in 1993, SFC Jeff Struecker packed a small Bible.

An Army Ranger for five years, Struecker expected a similar experience in Somalia as he had had in Panama during Just Cause.

He envisioned a somewhat similar experience to Kuwait City during Desert Storm. But he was to learn that Somalia was a much different country and Task Force Ranger would supply him with experiences that would change his life forever.

"I thought I had found my niche in the military and that was in the Ranger Regiment," said Struecker. "I really enjoyed it there and thought I could have stayed for the rest of my military career."

"When I went to Somalia things changed," said Struecker. "Prior to that, all I wanted to do was to be a combat veteran." He loved his job in the 75th Ranger Regiment Reconnaissance Detachment where he was assigned in 1988.

Struecker was a Christian when he joined the Army from the small town of Fort Dodge, Iowa, in September 1987. But upon arrival in Somalia, he noticed almost no spirituality among the people. His only connection to his faith was his close friend, a fellow Ranger.

"I knew God had a special purpose for me," said Struecker, "even in Somalia." On the days of October 3 and 4 his unit spent several hours in the city of Mogadishu. They sustained a number of casualties and one of his soldiers was shot and killed while returning to the Ranger base.

After coming home, Struecker began thinking of leaving military service, a career he had felt pretty comfortable with up until now. He felt a calling to the ministry and did not know how he could stay in the military.

After talking with his pastor and friends, he learned about the Army's Chaplain Candidate Program. He and his wife, Dawn, also a native of Fort Dodge, discussed what they should do and decided the military chaplaincy was the best option for their family, which includes children, Aaron, Jacob, Joseph, and Abigail.

"At that time I had a high school education and a lot of military experience but that was it," said Struecker. He had completed the Military Free Fall Parachutist Course, Pathfinder Course, Long Range Surveillance Leader Course, Survival Evasion Resistance and Escape Course, and Advanced Land Navigation Course. He felt he had experience that most chaplains did not have.

For his bravery in Somalia, Struecker was awarded the Bronze Star Medal "V" for valor. Three years in a row, he competed in the US Army Best Ranger Competition, a 72-hour nonstop physically and mentally challenging competition, known throughout the military as the Army's Olympics. In 1996, he and his



MG Gaddis commissioning Struecker a second lieutenant.


partner, SPC Isaiac Gmazel, took first place in the competition that included a land navigation course followed by a long distance road march.

"For the past several years, I have been trying to fulfill the Army's requirement for the military chaplaincy, which is, of course, first and foremost, education,"

said Struecker.

In 1997, he completed his bachelor's degree in Physical Education. In 1998, he was named the Noncommissioned Officer of the Year for the US Army Cadet Command, where he was Assistant Military Science Instructor at the University of Louisville, Louisville, Ky.

Struecker's last day in the Army as an enlisted soldier was April 16, 2000. MG Evan R. Gaddis, Commander, US Army Recruiting Command, Fort Knox, Ky., commissioned Struecker a second lieutenant in the Army's Chaplain Candidate Program on April 21. He is presently studying for a Master of Divinity Degree at the Southern Baptist Theological Seminary, Louisville, Ky. He will also complete the Army's Chaplain Basic Course, Fort Jackson, S.C., before entering the US Army Reserve or the Active Army as a qualified chaplain.

"This was really not my plan," said Struecker, "this was God's plan." 



Struecker with his wife, Dawn, daughter, Abigail, and sons Joseph, Aaron, Jacob.



Struecker with Dawn, Aaron and Jacob, pinning on gold bar.

The Way I See It

Vision implies change. Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instructions on the back of this form, postage free.

Please be as detailed as possible when citing examples for improvement. Recruiters, support staff, and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are *not* required.

Dear Chief of Staff:

Teamwork: Working together as a team, we can accomplish more than working as individuals. Share your vision for the future of the US Army Recruiting

Command. All forms are mailed to and received directly by the USAREC Chief of Staff, Fort Knox, Ky.

HQ USAREC Fm 1825, Rev 1 May 98 (Previous editions are obsolete)

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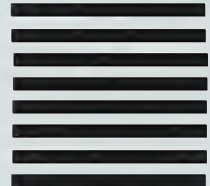
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Things You Should Know

National advertising schedule June 2000 Active Army television, radio, print

Subject to change without notice. All times given are EDT. Check local listings.

Television - The Active Army creative allocation for prospects will be 50 percent 30-second spots and 50 percent 15-second spots. The 30-second messages will be "Job Skills," emphasizing the variety of skills in which the Army offers training and that world-class employers prefer to hire Army vets, and "Fast Track," focusing on how Army education programs help soldiers get ahead in life. The 15-second spots will be 50 percent "\$20K-\$50K" spot and a 15-second version of "Special Forces."

Network television:

Date	Network/Time (EDT)	Program
Jun 2	UPN, 8 p.m.	- UPN Friday Movie
Jun 4	FOX, 8:30 p.m.	- Futurama
Jun 5	USA, 11:05 p.m.	- Farmclub.com
Jun 6	UPN, 9 p.m.	- Secret Agent Man
Jun 7	CBS, 8 p.m.	- Survivor
Jun 9	UPN, 8 p.m.	- UPN Friday Movie
Jun 12	USA, 11:05 p.m.	- Farmclub.com
Jun 13	UPN, 8:30 p.m.	- Shasta McNasty
Jun 14	CBS, 8 p.m.	Survivor (May feature Army personnel)
Jun 15	FOX, 9 p.m.	- Family Guy
Jun 16	WBN, 8:30 p.m.	- For Your Love
Jun 17	WGN, TBD,	In the Name of Love
Jun 19	USA, 11:05 p.m.	- Farmclub.com
Jun 20	UPN, 8 p.m.	- Dilbert
Jun 21	CBS, 8 p.m.	Survivor (May feature Army personnel)
	UPN, 8 p.m.	- Seven Days
Jun 24	WGN, TBD	- Bullets Over Broadway
Jun 25	FOX, 7:30 p.m.	- King of the Hill
Jun 26	USA, 11:05 p.m.	- Farmclub.com
Jun 28	CBS, 8 p.m.	- Survivor

Cable television: This schedule provides more than 220 advertisements per week on cable television nationwide. The cable stations listed are those which consistently provide the largest ratings for the prospect population nationwide: MTV, Comedy Central, ESPN, ESPN2, BET, The Box, WGN.

Syndicated television (check local listings): Mo' Money, Michael Jordan-Tiger Woods Special, Motown Live.

Spanish-language television:

Univision, Telemundo, Galavision, Fox Sports World Espanol, Mas Musica.

Influencer television:

The History Channel, Sci-Fi Channel, The Weather Channel, ESPN2, TBS, TNT.

Radio - To check what local stations these clear on, see the local affiliates/clearance lists posted on the HQ USAREC Intranet at <http://hq.usarec.army.mil/apa/radio/Files/index.htm>.

Print - *USA Today*, Jun 14 -Full page ad in honor of Army birthday; *American Legacy*, May; *Hispanic Magazine*, Jun; *Hispanic Business*, May; *Vista*, May, Jun; *Automundo*, May; *Fama*, Jun; *ERES*, Jun; *TU*, Jun; *Boom*, Jun; *Latin Music*, May, Jun; *Rolling Stone*, Jun; *Inside Stuff*, May; *EW on Campus*, May, Jun; *Link*, May

Hispanic Newspapers (by market): Los Angeles: *La Opinion*, *Novedades*, *Excelsior*, *L.A. Tu Mundo*, *EGP*; New York: *El Diaro*, *Noticias Del Mundo*, *El Especial*, *Hoy*; Chicago: *La Raza*, *Exito*, *Lawndale News*; Houston: *Semana*, *La Voz De Houston*, *El Mexica*, *Que Onda*; San Francisco: *El Mensajero*, *Bohemio News*, *La Offerta Review*; Dallas: *El Hispano News*, *La Estrella*, *La Herald News*; San Diego: *El Latina*, *El Mexicano*, *El sol De Sd*, *Hispanos Unidos*; Phoenix: *Prensa Hispanica*; McAllen: *El Periodico*; San Antonio: *Mexica*, *La Prensa*; Miama: *Diario Las Americas*, *El Expecial*, *El Nuevo Herald*.

Cell phones and pagers

Cell phones have been distributed to all Bdes (Company Cdrs, ISGs, Leading Edge Station Recruiters and some AMEDD personnel), RSB, Hqs, and Special Forces personnel. To date 862 cell phones have been issued.

A total of 1,221 Skytel pagers have been issued to all Bdes and the Hqs.

Holders of existing Airtouch cell phones or Skytel pagers should contact the USAREC IM at (502) 626-0033/0653 for help if they are not receiving assistance in resolving their problems through the contractors' service numbers.

New phones for all recruiters who are in cellular service coverage areas are in the contracting process right now. Multiple awards are expected which will provide cell phones with local telephone numbers. Local numbers should allow a majority of potential applicants or DEPs

to call in without a long distance charge. Instructions for reporting problems and obtaining help with these new phones will be published once the contract(s) are awarded.

The Rock Wall

The RSB's Rock Wall has been deployed. The wall, towed by a patriotic themed HMMWV, has met with huge success and attracts large crowds and target age leads wherever it goes. This latest of the leads-producing exhibits, adorned with the Army values, promotes physical fitness, courage, and endurance. It is a perfect tie-in for a high school or college weight training or health class, as well as an all-around fun recruiting tool. We are confident its success will continue.

The first ever MOS-specific recruiting vehicle, the Armor Van, made its debut at the Armor Conference on May 24. It hit the road on May 25, stopping first in Indianapolis. Features include M1A2 tank gunnery and driving simulators and a HMMWV.

We are continuing to upgrade the shows to DVD and update the content. Currently, we're awaiting approval for the professionally produced Communication show. We have fielded our college market video, "The Army Experience," and it promises to be well-received.

The RSB exhibitors continue to receive praise and high marks from the field for the fine work they do for the recruiters. The Cinema Vans and MEVs already have a proven track record of producing leads for the field and, with modernization almost completed, we will continue to do so.

Regular Army RPIs

See <http://hq.usarec.army.mil/rsbde/RPI/index.htm> for available resources.

**Army car unveiled
at Coca-Cola 600 -
May 28**

Purple Heart recipient saves woman's life

story by JoAdail Stephenson

Columbus Bn A&PA

It was about 8 p.m. as SSG Ernest R. Creech was driving on Liamburg Road near Florence, Ky., when he spotted the wrecked car against a tree along the road. The police report would state the vehicle struck approximately 180 feet of fence and then struck a tree with the front of the vehicle.

"The driver's door was open. The car was smoking and people were running around. I got a sick feeling about it, so I stopped," recalled Creech, who is currently assigned to the Florence RS.

He went to the driver's side of the car first. The driver, who was still in his seatbelt, was semi-conscious and had a bump in the middle of his forehead, Creech related. He noticed the steering wheel was broken. It was then, he says, he looked down and saw the woman on the floor of the passenger side.

"Her left arm was turned and twisted like it was broken, and the arm looked like it was only attached by the muscle," Creech recalled. "I thought she was going to lose her arm."

He immediately called to the people around the car to call the police, the ambulance, and the medi-flight.

"When I hollered for help, I knew I had bit off more than I could chew," Creech says he remembers thinking at the time.

As people began to assess the situation, Creech related that others wanted to open the passenger side door and move the woman.

A combat lifesaver, he kept them from moving her.

"I was afraid if she was moved or began moving around herself, she would tear the arm off, and I would then only have about a minute and a half to apply a tourniquet to keep her from bleeding to death. I knew I had to keep her still and keep her from going into shock," he said.

According to Creech, the extent of her condition, possible head, neck and back injuries, could not be assessed because she was not responsive to questions at first.

At that point, Creech took some cloths and put them over the woman's arm so she couldn't see the extent of the damage. He could also apply slight pressure since the arm was still bleeding.

Creech remembers thinking that the woman reminded him of his mother, who had died recently.

"I just rubbed her hair and kept talking to her to keep her responsive and to try to keep her from going into shock," he said.

As soon as the emergency medical personnel arrived, including the medi-flight, Creech relinquished his position. He talked to the police on the scene, gave them information, and then faded into the background.

The next day he called the police to find out how she was doing. Fearing the worst, he was ecstatic to learn that the doctors were

able to save her arm. When Creech went to the hospital her temperature was elevated at the time, and he was unable to see her.

Several months later, Creech cold-called her and learned that she was in physical therapy and could raise her arm and has some movement in her fingers. "She says she can't remember what happened after the accident, but she thanked me," Creech noted.


Through his actions, Creech was not only instrumental in saving her arm, but her life as well. The VFW post where he is a member plans to recognize him formally.

His actions have also earned him other accolades as well. But, Creech, who recently received a Purple Heart for wounds sustained as a result of hostile actions in Somalia, would much rather talk about his sons, his wife, and his fellow VFW members of the Ralph Fulton Post #6423 where he serves as a trustee.

What does come easy to Creech is relating the accomplishments of those he holds in high esteem like his VFW Post Adjutant, Robert Mains, a three-time Purple Heart recipient who served two tours with the Marines in Vietnam from 1963-1966.

Even though Creech, who was assigned to Florence Recruiting Station about 18 months ago, has been challenged by recruiting, his station commander, SFC Jason P. Pavolko, says he's the most improved recruiter in the station during the last six months.

"He's a big-time team player. He got a JROTC club started at one of his assigned high schools and arranged for military vehicles to be part of two high school homecoming activities. One of his greatest attributes is his sense of humor which he uses to develop rapport with people," explained Pavolko.

In action, it's easy to see that this soldier is proud to be able to serve his country and carry on the tradition of those who have served before him. It's just a matter of living the Army's core values and the soldier's code as he faces whatever challenges come his way. 

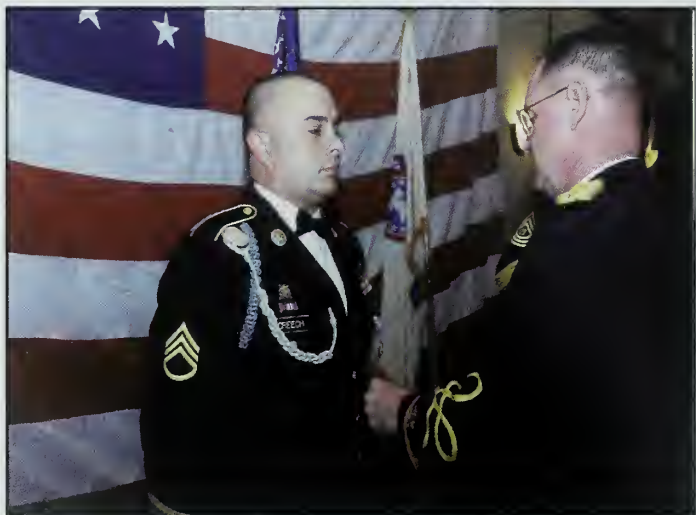


photo by Tom Foley, Columbus Bn A&PA

SSG Ernest R. Creech receives a Purple Heart for wounds sustained as a result of hostile actions in Somalia from 3rd Recruiting Brigade commander, COL James A. Cox, at the Columbus Battalion Annual Training Conference.

USAMU 1999 Army athletes of year

by Paula J. Randall Pagán
USAMU Public Affairs Office

Two US Army Marksmanship Unit soldiers were honored Jan. 14 as the 1999 US Army Athletes of the Year.

SSG Kenneth A. Johnson, a USAMU international rifle shooter, and SGT Julie A. Goloski, a member of the USAMU Action Shooting Team, the 1999 Army Male and Female Athletes of the Year, attended a reception and dinner in their honor at the Crystal Gateway Marriott.

Johnson and Goloski, along with the other eight Armed Forces Athletes of the Year, were honored at the Pride of the Nation Awards Banquet, hosted by the US Military Sports Association at the Marriott, and they attended a farewell brunch at the home of Air Force Assistant Vice Chief of Staff, LTG William Begert.

Johnson, the 1999 Army Male Athlete of the Year, won two Gold Medals and two US Olympic quota slots in the Air Rifle and Three-Position Rifle Matches at the Pan-American Games, conducted in Winnipeg, Canada. He also won Gold Medals in Air Rifle in the Masters de France and Interservice Championships, as well as, winning the Gold Medal in 300-Meter Three-Position and the Silver Medal in 300-Meter Prone at the National Championships.

Johnson started shooting competitively in 1983, joined the Army in August 1992. After he graduated from Basic Train-

ing at Fort Jackson, S.C., and Generator Repair School at Fort Belvoir, Va., he was assigned to the U.S. Army Marksmanship Unit in January 1993.

The 31-year-old has numerous marksmanship accomplishments including being a 1998 World Championship Team member, alternate member of the 1996 US Olympic Shooting Team, a three-time 1995 Pan-American Games Gold Medalist, two-time National Air Rifle Champion, a National Three-Position and 300-Meter Prone Champion and an Air and Free Rifle National Record Holder.

"For many years, Ken has been one of the best international rifle shooters in the country, and this year was no exception," said USAMU International Rifle Coach Bill Krilling. "He is one of the most dedicated international rifle shooters when it comes to training and preparing for matches."

Although he competes against 10 former Olympians and three world-record holders on a daily basis, his skill and composure lead him to victory against these great athletes in many matches in which he competes."

Johnson volunteers his time in training junior international rifle shooters as well as training high school and state junior Olympic shooters.


Goloski, the 1999 Army Female Athlete of the Year, is the Women's World Speed Shooting Champion, as well as the current Open and Limited U.S. Practical Shooting Association Women's National Champion.

Goloski became the first woman ever to win seven out of eight of the USPSA Area Championships in the United States, breaking the previous record she set in 1998 when she became the first woman to win the majority of the area championships.

She was also the 1999 Military Division Gold Medalist and Female Silver Medalist at the Bianchi Cup, as well as winning Gold Medals at the Single Stack Classic, Kentucky State Championships, and the Golden Gate and Aware Invitationals.

Goloski, who started shooting in 1991, joined the Army right after graduating from Mynderse Academy of Seneca Falls, N.Y., in 1995. After she completed Basic Training and Military Police School, she joined the USAMU's Action Shooting Team.

"Through her determination, hard work and dedication, Julie has become the best female action shooter in the nation, as demonstrated by her many achievements this year," said USAMU Action Pistol Team Coach Ray Arredondo. "She won nearly every match in which she competed, something no other American female action shooter has ever done. She also keeps informed of the latest trends and developments to ensure that she is on the cutting edge of technology in her sport."

When she's not competing, Goloski trains US Army rangers in pistol shooting to prepare them for the annual Best Ranger Competition, as well as doing numerous public appearances and media interviews to assist the Army's recruiting mission. 

Lutz first "College First" enlistment

story by Tim Turpin and Perry Edelbergs
Cleveland Battalion A&PA

James E. Lutz of Kent, Ohio, recently became Cleveland Battalion's - and USAREC's - initial College First enlistment! He was recruited by SSG John Brandenburg of the Ravenna Recruiting Station. Lutz's oath of enlistment ceremony took place at the Cleveland MEPS on March 30th.

Currently a junior at Kent State University, Lutz said that he enlisted for six years to become an administrative specialist in order to gain job experience.

For the next 24 months, he will be assigned to the 475th QM unit in Farrell, Penn., a local Reserve unit. He will then report back to the MEPS to determine what options are available to him at that time. Lutz indicated that the Loan Repayment option is of special interest to him. The balance of his enlistment will then be served on active duty.


Brandenburg said that Lutz will depart for Fort Jackson, S.C. on June 27 where he will take both his Basic and AIT. 



photo by Tim Turpin

Brandenburg congratulates Lutz on becoming the first College First enlistment in the country.

Recruiter helps teen fulfill dream

by Jesse Garcia
Dallas Recruiting Battalion

At first it seemed like a hard sell in the small community of Garland, Texas. The school board did not support the idea of an ROTC program. A small group of parents opposed any military presence on school grounds. And most importantly, would students join a club whose sole purpose is to teach discipline? For Garland High School junior Jeremy Horak and SSG Billy R. Blair, these obstacles were challenges they took on — and overcame.

"I first met Jeremy when I visited his school during a career fair," said Blair who has been recruiting in Garland for three years. "He stopped by my table and told me he was very interested in starting an ROTC chapter." Horak, who attended the Marine Military Academy in Harlingen, Texas, had a great experience on that campus which he wanted to bring to Garland. Blair and his former station commander took up the cause for Horak last spring and went to administrators and the school board to start the process of an ROTC charter.

In the school's history (more than 100 years in existence) no ROTC program had ever been established. And a request for a chapter about two decades ago was turned down. "The board gave no explanation why it was denied back then," Blair said. Unfortunately, the ROTC program was turned down once more.

The staff sergeant did not give up. "The next best thing we could do was to create a club," Blair said. The Garland Corps of Cadets was established. With the help of two high school teachers and Horak, the idea of a new organization dedicated to promoting patriotism and discipline was introduced to the school's community. A presentation was made to the principal, and the club was approved. Restrictions came with this approval such as no uniforms or rifles. But eventually, the bans were lifted when the group became known for its professionalism at events. "The campus really went for it," said sponsor Gayle Adcock. The

algebra teacher is a retired US Marine Corps lieutenant colonel. "It has been a great public relations tool for our school," Adcock added.


Ironically, the same people that denied Garland High an ROTC charter are just one of the many civic groups that have benefitted from the corps' ceremonial tributes. The cadets have begun city

Although Blair oversees drills, he admits Horak, the cadet captain, has taken charge. "It's great to see these kids take responsibility by putting them in charge of something and letting them run with it." The corps, made up of 17 boys and eight girls, has held fund raisers and dipped into their own pockets to afford the \$100 uniforms.

"At first I didn't have a good impression of the military," said 15-year-old PVT Michael Morell. "My father was in the Army and he seemed angry over his experience. This group gave me a different perspective. I may pursue the military as a career after high school. My father is even supportive and helps me with my customs." Sponsors have also noticed the parental involvement. "When these cadets are out there practicing, I see parents on the sidelines as if it was a game," Adcock said.

Although it has only been around for a year, the Garland Corps of Cadets has already attended many high profile events. Thanks to the Garland High School state champion football team, the cadets have twice presented colors at the team's regional games held in Texas Stadium in Irving. But the best exposure for the corps was opening the Garland City Parade which honored the state champions in January.

"It was a privilege to march at these events," Blair said. "Even though this club is open to any students, these kids realize they have to behave a certain way and make the grades. The corps gives them discipline in and out of class."

So what drives this recruiter and father of three to oversee teenagers in his spare time? "I hope to turn public opinion about the military around. I want Garland to be a friendly place for recruiters," said Blair who has been in the Army for 11 years. "Public opinion about the military is not where it used to be. Now days it's not cool to be a soldier. Hopefully, these kids will change that." 



Cadet Captain Jeremy Horak and his cadets stand at attention ready for inspection by SSG Blair.

council meetings, attended Veterans Day celebrations, and performed at football games. Cadets have also participated in community service events such as food drives and graffiti clean up.

"Our group went from not being allotted any money for equipment... to being a fully-funded club," said Blair, who now consults the group. "The school bought us ascots, gloves and rifles."

It seems administrators made the right choice.

"We even got middle school students interested," Blair said. "They are requesting to go to Garland High because of the corps."

ACASP linguist contract- it's easier than you think

Do you have an ethnically diverse market, with prospects who speak Spanish, Korean, Chinese, Russian, Arabic, or another foreign language? You may have a prospective ACASP (Army Civilian Acquired Skills Program) linguist contract, without the hassle of a DLAB (Defense Language Aptitude Battery).

The Atlanta and San Antonio Battalions have been using this program to make sales in their ethnically diverse markets. If you have this type of market, you have some powerful sales tools at your disposal. But first the pre-screen.

Some questions you need to ask are:

(1) Is the applicant a US citizen, with a 31 QT and 95 ST?

(2) Are they fluent in a foreign language?

(3) Can they read a foreign language newspaper or understand conversation?


Some security issues to consider:

(1) Does the applicant have any law violations, drug use, or bad debts that would preclude a Top Secret or Secret clearance? *(If yes, they can still get a secret clearance, consider MOS 97E, if none go with 98X)*

(2) Are parents and spouse US citizens? *(If yes, go 98X, if not consider MOS 97E.)*

After answering these questions, schedule a Defense Language Proficiency Test. This is a special test in the foreign language arranged through the MEPS. It consists of two parts, listening and reading with 65 multiple-choice questions each.

Keep in mind linguists receive up to \$300/month in Foreign Language Proficiency Pay and an ACASP linguist may receive accelerated promotion to sergeant in as little as eight months active duty IAW AR 601-210.

For more information and assistance, contact the USAREC language advocate, SFC Frank Marois, at (502) 626-1687, or e-mail: francis.marois@usarec.army.mil. 

Abilene recruiter breathes life into community

by Jesse Garcia

Dallas Recruiting Battalion

"It makes recruiting fun," said SSG Demetrius Bibbs about his experiences teaching West Texas communities cardio-pulmonary resuscitation, or what most folks call CPR.

During his sessions, Bibbs not only introduces lifesaving knowledge to the public, but also a better understanding of what the US Army is all about. Six years ago the Abilene recruiter was certified by the American Heart Association to instruct CPR.

Before becoming a recruiter in Feb. 1999, Bibbs worked the majority of his 10 years in the Army as a medical specialist.

"Knowing CPR helped me save a life in Fort Bragg, N.C. I worked in the emergency room of the Womack Medical Center," he said.

The patient Bibbs saved was experiencing cardiac arrest. CPR helps restore breathing through cardiac massage on the chest and breathing oxygen into the victim, or "mouth to mouth."

When teaching CPR, Bibbs takes two hours to demonstrate the procedure. But he also certifies individuals to become instructors of the lifesaving technique.

To get certified, a person undergoes seven to 16 hours of training. Certification, which is offered at agencies like the

American Red Cross, can cost up to \$200. Bibbs offers his classes for free.

"The more people who learn about CPR," he said, "the better the community is equipped to handle emergencies and save lives." Currently, Bibbs instructs CPR as part of a first aid and safety course he presents at schools.

School administrators from Abilene, Clyde, Crossing Plains, Eula, Rising Star and Wylie have enlisted the help of Bibbs to come teach his skills to their educators and students.


A recently passed state law now requires all coaches and athletic directors to be certified in CPR. Bibbs sees this as "win-win situation." By letting him come in and get their campuses compliant, districts are allowing Bibbs access to his target market.

"My presence increases the awareness of the new Army. We are not just carrying M16s and trudging through mud," he said. "The Army has high-tech jobs that improve the quality of life."

Bibbs is able to talk about his experience working as medical specialist and his duties when he also served as a communications signal specialist. Bibbs said most students are also unaware about the Army's humanitarian side.

"They have a lot of misconceptions. They are surprised to learn we help poor

nations with medical aid."

Although in demand, Bibbs still finds time to make mission. He spreads his CPR sessions evenly between recruiting and personal time to satisfy his goal of replenishing tomorrow's Army. 



Bibbs (left) instructs a class on another life saving procedure, the Heimlich maneuver.

Army honors top career counselors, recruiters

story and photo
by SSG Jack Siemieniec
Army News Service

The Army honored its top recruiters and career counselors March 31 in a Pentagon ceremony hosted by Secretary of the Army, Louis Caldera.

The six soldiers were the winners of the Army Career Counselor and Recruiter of the Year board and represented the active Army, Army Reserve, and Army National Guard.

SFC Cary G. Potts was honored as the Active Army Career Counselor of the Year. Potts is assigned to the 3rd US Infantry, "The Old Guard," in Washington, D.C.

SFC David A. Trimble is the Reserve Component Career Counselor of the Year. Trimble is an active National Guard soldier assigned to the US Army Field Artillery Center at Fort Sill, Okla.

SSF Feliece Cortez was recognized as



Army Secretary Louis Caldera, center, poses with this year's winners of the Army Career Counselor and Recruiter of the Year board. From left, are SFC Cary Potts, SFC David Trimble, SSG Feliece Cortez, Caldera, SFC Elizabeth Green, SSG Franklin May, and SFC David Fulkerson.

the Active Army Recruiter of the Year. She works at the Anderson Recruiting Station in Indianapolis, Ind.


SFC Elizabeth Green is the Army Reserve Recruiter of the Year, working at the Los Angeles Military Entrance

Processing Station.

SSG Franklin D. May Jr. is the Army Reserve Career Counselor of the Year. He is assigned to the 94th Army Band in East Windsor, Conn.

SFC David M. Fulkerson was recognized as the Army National Guard Recruiter/Career Counselor of the Year. He is a member of Detachment 3, Headquarters, State Area Command, in Indianapolis, Ind.

In his comments before presenting the awards, Caldera said, "It is no secret that we have had a challenge in recruiting and I think that is a shame. I go around the world and talk with soldiers,

and see the kinds of things these individuals are doing. I just think, 'what a tremendous formative experience it is to serve your country,' and how it sets the stage for success in life, whatever it is you go on to do." 

Miami recruiters in it for the long run

by D. A. Silva

Just how long is the "long run?" For five soldiers from the Miami Battalion that is exactly 10 miles – 10 long grueling miles through driving rain and bone chilling temperatures, winding around some of Washington's most historic sites – an event known as the Army Ten Miler.

The Miami Battalion is proud of its running team: CPT Frederick Eaton, the battalion Reserve officer; CPT Wendell Johnson, the operations officer; SSG Jose Casiano from Royal Palm Beach RS; SFC Marvin Bettis of North Miami Beach RS, and SFC Hermino Paez of Manati RS in Puerto Rico.


The team's performance is impressive. Their speeds ranged from a six-minute mile to an 11-minute mile. They finished in the first wave of the 12,000 participants.

The Army Ten Miler is a prestigious annual race, which tests athletic endurance of participants from all branches of military service, as well as the civilian sector. It is an opportunity to represent your unit and display your athletic talents.

While the day-to-day responsibilities of recruiting duty do make it difficult to participate in such events, the intensive training helps maintain the recruiter's mandatory fitness level while providing excellent stress relief.

"I only made it to practice with the captains twice," explains Casiano. "Royal Palm Beach is over 70 miles from the battalion, so I had to work out on my own, usually around 5 a.m. I ran six miles five times per week and tried to get in eight or 10 miles on Sundays."

Was it worth all the pain and strain? "You bet," says Paez. "I will begin training for next year's competition on January 3rd. It was a real challenge and great bonding experience. Also, it was my first trip to Washington D.C., which I found very impressive."

The team drove a van to Washington with a one-night stop over at Fort Bragg. "We were able to visit many of the historic sites in Washington the day before the race," says Eaton, "but we really had to head back to Miami before the closing ceremonies. If nothing else, we distinguished ourselves not only by being one of the fastest teams, but also the one which drove the longest distance to attend the race!" 

Gold Badges

RSM February/March 2000

**ALBANY**

SFC James Cox

ATLANTA

SFC Allen Morgan
SSG Dave Francis
SSG A. Berio-Velazquez
SSG Harrey Brown
SGT Carlette Lamar
SGT Daniel Floyd

BALTIMORE

SFC Donald Johnson
SSG Sean Henry
SSG Rodney Sloan
SSG Brian Dingle
SSG James Paul
SSG Wayne Jones
SSG S. Richardson
SSG Robert Womer
SSG Jon Clark
SSG J. Nunez-Rodriguez
SSG Albert Lecounte
SGT Manuel Gonzalez
SGT Robert Thompson
SGT Philip Wilson

Beckley

SFC Kenneth Harvey
SFC Brian Jarvis
SSG Dale Wrenn
SSG Barbra Thomas
SSG Michael Hayes
SGT Maxine Olgin

Chicago

SSG Herbert Hutson
SSG Harold Moses
SSG Charles Peterson
SGT Charles Manherz

Cleveland

SFC John Sisco
SSG James Mauer
SSG Derald Jones

Columbis

SFC Jerome Hill
SSG James Lester
SSG Victor Simpkins

Columbus

SSG Alvin Givens

SSG Christopher Gish
SSG Rodney Pearson
SFC Patrick McGovern

DALLAS

SSG Efrain Cantu

DENVER

SFC Christopher Jones
SFC Ricky Peck
SSG Kenneth Suratt
SSG Daniel McKee Jr.

DES MOINES

SFC Joseph Vroman
SFC James Hoffman
SSG John Riley
SSG Scott Swalla

Great Lakes

SFC Von Gentry Sr.
SFC Christopher Mitchell
SSG Timothy Truax
SSG Cory Johnson

Houston

SSG Sylvia Scott
SSG Reedis M. Singleton
SSG Todd Williams

Indianapolis

SSG Richard Gibson

Jackson

SFC Joseph Mason Jr.
SSG John LeBlanc
SSG Kelvin Toney
SSG K. Dancy-Jones
SSG S. Hartman III
SSG Melvin Barry

Jacksonville

SFC Tracy Glover
SFC Paul Thornton
SFC Robert Sipe
SFC Herbert Cockerham
SSG Stephen Archie
SSG Jose Garcia
SSG Shelby Burroughs
SSG Roberto Corneiro
SSG David Fettketter
SGT Walter Edgington

Kansas City

SFC Michael Bennett
SFC Michael Fitzgerald
SFC William Tilton
SSG James McGrath
SGT Robert Hodge
SSG Donald Noble
SSG Kenneth Lewis

Los Angeles

SSG Anselmo Cisneros
SSG Jose Delgado
SSG John Kent
SGT Armondo Solario

Miami

SFC Curtis Manderson
SSG Israel Gonzalez
SGT Daniel Roman
SGT Jorge Vasquez

Milwaukee

SFC Rodney Donnelly
SFC James Hlavacek
SSG Matthew Schroeder

Mid-Atlantic

SSG T. Ingram

Minneapolis

SFC Patsy Bollingcoles
SSG Marie Clark
SSG Derrick Crawford
SSG Bobby Jones
SSG Timothy Jones
SSG Vincent Washington
SGT Charles Alden

Montgomery

SFC John Harrington
SSG Terry Huntley
SSG Millard Burruss
SSG Jimmy Lajoie
SSG Woody Malone
SSG Rodney Mallory

Nashville

SSG Ricardo Terrazas
SSG Robert Harmon
SSG William Coates
SSG Robby Benefield
SSG Ricardo Terrazaz
SSG Paul Matthews

SSG Robert Mattson
SSG Johnny Ratliff Jr.
SSG William Lamkin
SSG George Crabtree
SSG Bryon Starks
SSG Robert Kennedy
SGT Darin Landry
SGT Joseph Jeffo

New Orleans

SFC Carlton Briscoe
SFC Nathaniel Veal
SFC Jeffery Williams
SSG Brenda Watkins
SSG Vershone Graham
SSG Kurtrell Jackson
SSG William Lee
SSG Eric Ashford
SSG Daly Doucet III
SSG Ivan Cotto
SSG Troy Crittendon
SSG Marvin Merillat
SSG Bobby Mann
SGT Joseph Jeffo
SGT Robert L. Berry
SGT M. Christopher

New York

SSG Gerry Price

Oklahoma City

SFC Danny Taylor
SFC David Isbell
SFC Thomas Booth
SFC Doni Jones
SSG Gregory Allen
SSG Willie Felton
SSG Randy Gabriel
SSG Brian Jensen
SSG Michael King
SSG Leon Wilborn
SSG Darren Lherisse
SSG Richard Robinson
SGT Shawn A. Conner

Phoenix

SFC Daniel McFadden
SSG Steven Bafford
SSG Mark Duran
SSG R. Hernandez
SSG Shawn Kerker
SSG Andra Rogers

Portland

SFC Adrian Saldivar
SSG J. Westmoreland
SSG Gregory McNeill
SFC Mallory Miller

Raleigh

SFC Courtney Fulton
SFC Clarence Hicks
SSG Michael Morris
SSG Keith Singleton
SSG Michael Thomas
SSG Jermaine Davison
SGT Michael McPhatter
SSG Alvin Malek
SSG Maselino Pese
SSG Keith Singelton
SSG Lincoln Beverley

Sacramento

SSG Benjamin Eley
SSG Fred M. Aunett

Salt Lake City

SSG Darron Johnson
SSG Albert Dekal III
SSG Scott Fox
SGT William Roepe

San Antonio

SSG Cecil F. Berry Jr.

Seattle

SSG Jonathan Griffin
SSG James Curnutt

Southern California

SSG Roderick Branch
SGT O. Rosarionavarro
Robert Wright (no rank)

St. Louis

SSG Edward Wolf
SSG Bryant Lee
SSG Vernon William

Syracuse

SSG A. Colbert-Johnson
SSG Robert Pollino
SSG Gregory Henderson

Tampa

SFC Beisy Diaz
SFC Walter Tagalicud
SSG Eric Collier
SSG Alvin Rivera

Airborne

Recty Team
SSG Jason A. Werner

USAREC HQs

SFC Thomas Nichols

Morrell Awards

RSM February/March 2000



Atlanta

SFC Allen Morgan
SSG Dave Framcos
SGT Daniel Floyd

Baltimore

MSG Brenda Harris
SFC Donald Johnson
SFC Gerald D. Abbott
SFC Michael K. Burch
SSG Sean Henry
SSG Rodney Sloan
SGT Robert Thompson
SGT Philip Wilson

Chicago

SSG Herbert Hutson

Columbia

MSG Cecil Drake

Columbus

MSG Frank Rieman

Dallas

SFC Robert Young

Harrisburg

MSG Anthony Hernandez

Indianapolis

MSG Jasper Lee Bembry

Kansas City

SFC Michael Feiveson

Miami

SFC Edwin Burgos
SSG Angel Landrau

Montgomery

SFC Kerry Rivers
SFC Gerald Landers

Nashville

MSG Joseph E. Courtney

Oklahoma City

1SG Michael D. Johnson
SFC Michael L. Busby

Phoenix

SFC Gregory Cortesi
SFC Herbert J. Monahan

Raleigh

SFC Michael Sanderford

Salt Lake City

SFC Robert Thackrey

San Antonio

MSG Robert L. Collins

Seattle

SFC Kurt D. Schreiber

Southern Cal

SFC Laurie Love
MSG Eric Christian

1st Recruiting Bde

SFC Steven A. Ehrlich

1st AMEDD

SFC William G. Goudy
SFC Kelvin Jones
SFC Luther Legg III
SFC John Dzikowicz
SFC Marlon Date
SFC James Bedrin
SFC Charles Brown
SSG Patrick Groome

Recruiter Rings

RSM February/March 2000

Albany

SFC Gary Lynch
SFC Christopher Bigham

Baltimore

SSG Rodney Streater

Columbia

SFC Byron Zamora

Great Lakes

SFC Thaddeus Shore

Harrisburg

SFC William Arrington

Houston

SFC Thomas A. Bores
SSG Brian W. Faw
SSG Ronald Ferguson III
SSG Scott Whitney

Jacksonville

SFC Juan Delvalle

Kansas City

SFC Lawrence Adams

Miami

SFC Michael Mureray

Minneapolis

SFC Todd Lofquist

New England

SFC Tony Roane

New Orleans

SFC Brenda Pollock

Oklahoma City

SFC Richard Howard
SSG Sean Brown

Portland

SFC Donald Lang

Raleigh

SSG Donald Mercer

Sacramento

SFC Corliss Stanton
SFC Marvin Galmore
SSG Jerry Alves

St. Louis

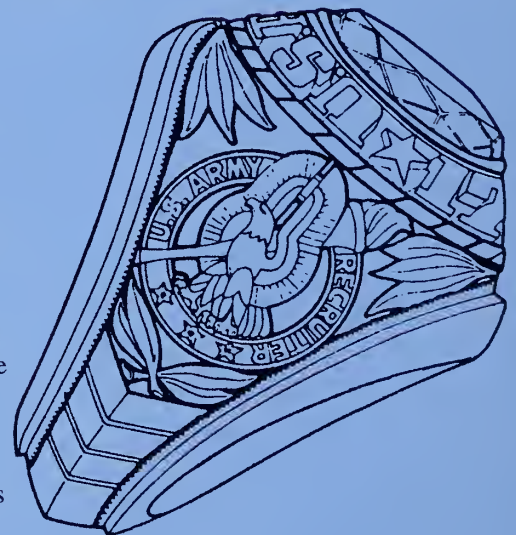
SSG Ricky Reynolds
SSG Ellis Carroll

Tampa

SFC Patrick Matthews

USAREC Headquarters

SFC Joseph Osborne
SFC David Chamness



2D Rectg Bde (Det)

SSG Nelson Holcombe

6th Rectg Bde (Det)

SFC Kevin Yoakum

1. You have been instructed by your NCO to detect, mark, and neutralize a booby trap. When detecting a booby trap you should look for?

- a. Explosive and non- explosive traps at and above ground level.
- b. Hidden traps near litter; unused construction material; and any movable, valuable, or useful item.
- c. Disturbed ground, unusual marks on the ground, and weathered camouflage materials.
- d. All of the above.
- e. None of the above.

2. When analyzing terrain what does the acronym OCOKA stand for?

- a. Observation and fields of fire, Concealment and cover, Obstacles, Key terrain, and Avenues of approach.
- b. Observation and fields of fire, Concealment and cover, Obstacles, Key people, and Avenues of approach.
- c. Observation and fields of fire, Concealment and cover, Obstacles, Key terrain, and Avenues or roads.
- d. None of the above.

3. What is the proper military definition of obstacle?

- a. A kind of concealment.
- b. Approach.
- c. Any natural or artificial terrain feature that stops or impedes military movement .
- d. All of the above.
- e. None of the above.

4. What regulation covers COI Events?

- a. AR 603-97.
- b. UR 1-18.
- c. UR 21-98.
- d. AR 24-31.
- e. UR 18-1.

5. According to regulation, who is the approving authority for a COI function?

- a. Rctg Bn Cdr.
- b. Rctg Bn Cdr, AMEDD Detachment Cdr.
- c. Rctg Company Cdr.
- d. Station Cdr.

6. What form is used to authorize a COI's spouse to attend a COI function at government cost?

- a. A COI's spouse cannot attend at government cost.
- b. UF 544, and have prior approval of the Rctg Bn Cdr.
- c. UF 34-2.
- d. None of the above.

7. A parent can be considered to be a COI solely because they are the parents of a DEP/DTP member.

- a. True.
- b. False.

8. During a COI function, funds can be used for meals or snacks of military, or Department of Defense civilian personnel.

- a. True.
- b. False.

9. While in the Personal Screen of PP+ you can have access to hidden screens for Aliases, Witness, Foreign Languages, and Insurance by selecting _____ from the menu bar.

- a. Applicant Record.
- b. Residence.
- c. View.
- d. Save.

10. When completing MEPCOM 714A the acronym SPF stands for _____.

- a. Special Processing Facility.
- b. Service Physical For.
- c. Special Processing Format.
- d. Service Processing For.

11. While in the Contact History Tab of PP+ the system will automatic fill in the date and time of the next action.

- a. True.
- b. False.

The answers to this month's test can be found on page 32.

Quality Volume - The Key To Our Success

Headquarters U.S. Army Recruiting Command



RSM January 2000

SGT Thompson, R. (Baltimore)
SFC Glover, T. (Jacksonville)
SSG Pearson, R. (Columbus)
SGT Sanders, J. (Houston)
SSG White, J. (Phoenix)

SSG Wilson, R. (Baltimore)
SFC Burrell, G. (Montgomery)
SSG Carpino, D. (Milwaukee)
SGT Holding, G. (Milwaukee)
SGT Anderson, D. (Milwaukee)
SSG Stoneman, S. (Oklahoma City)
SSG Barr, R. (Phoenix)

Towson (Baltimore)
Tuscaloosa (Montgomery)
Eau Claire (Milwaukee)
Wichita Falls (Kansas City)
Idaho Falls (Salt Lake City)

Martinsburg (Baltimore)
Hopkinsville (Nashville)
Fond Du Lac (Milwaukee)
Galveston (Houston)
Gallup (Phoenix)

None
Savannah (Jacksonville)
Fort McCoy (Milwaukee)
None
Tempe (Phoenix)

New York City
Florida
Minneapolis
Northwest

Top RA Recruiter

Top USAR Recruiter

Top LPSC

Top OPSC

Top Company

Top AMEDD

RSM February 2000

SSG Womer, R. (Baltimore)
SSG Davison, J. (Raleigh)
SFC Ferrell, L. (Columbus)
SGT West, S. (Minneapolis)
SSG Hooper, B. (Dallas)
SFC Andelin, D. (Salt Lake City)

SFC Payne, M. (Baltimore)
SSG McKee, S. (Montgomery)
SSG Rashley, P. (Cleveland)
SGT Holding, G. (Milwaukee)
SFC Whitaker, M. (Oklahoma City)
SFC Dawson, J. (Portland)

South Hadley (Albany)
Tuscaloosa (Montgomery)
Dayton (Columbus)
Odessa (Dallas)
Guam (Portland)

Lexington Park (Baltimore)
Hopkinsville (Nashville)
Bucyrus (Columbus)
Excelsior Springs (Kansas City)
Lodi (Sacramento)

Europe Det (Albany)
Birmingham (Montgomery)
None
None
None

Pittsburgh
Florida
Minneapolis
Northwest

“Be All You Can Be”

EVAN R. GADDIS
Major General, USA
Commanding General

Answers to the Test

1. d. STP 21-24-SMCT, Skill level 2-4, task #051-193-013, Training and Evaluation, 1. a. (1)-(3)
2. a. STP 21-24-SMCT, Skill level 2-4, task #071-331-0820, Training and Evaluation (Note).
3. c. STP 21-24-SMCT, Skill level 2-4, task #071-331-0820, Training and Evaluation, 3. a
4. b. RS Administration Update, January 2000 Issue AJ
5. b. UR 1-18, 4. b.

6. c. Update, RS Administration January 2000 Issue AJ, UR 1-18, 4. d
7. b. RS Administration Update, January 2000 Issue AJ, 4. d
8. b. RS Administration Update, January 2000 Issue AJ, 4. C
9. c. ARISS Lesson Plans
10. d. ARISS Lesson Plans
11. b. ARISS Lesson Plans



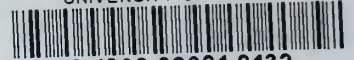
Background: The traditional seal used during and since the Revolution was redesignated as the Seal of the Department of the Army by the National Security Act of 1947. The Department of the Army seal is authorized by Section 3011, Title 10, United States Code. The date "MDCCLXXVIII" and the designation "War Office" are indicative of the origin of the seal. The date (1778) refers to the year of its adoption. The term "War Office" used during the Revolution, and for many years afterward, was associated with the Headquarters of the Army.

Description: In the center is a Roman cuirass below a vertical unsheathed sword, point up, the pommel resting on the neck opening of the cuirass and a Phrygian cap supported on the sword point, all between, on the right an esponton and, on the left a musket with fixed bayonet crossed in saltire behind the cuirass and passing under the sword guard. To the right of the cuirass and esponton is a flag of unidentified designs with cords and tassels, on a flagstaff with spearhead, above a cannon barrel, the muzzle end slanting upward behind the cuirass, in front of the drum, with two drumsticks and the fly end of the flag draped over the drumhead; below, but partly in front of the cannon barrel, is a pile of three cannon balls. To the left of the cuirass and musket is a national color of the Revolutionary War period, with cords and tassels, on a flagstaff with spearhead, similarly arranged above a mortar on a carriage, the mortar facing inward and in front of the lower portion of the color and obscuring the lower part of it; below the mortar are two bomb shells placed side by side. Centered above the Phrygian cap is a rattlesnake holding in its mouth a scroll inscribed "This We'll Defend." Centered below the cuirass are the Roman numerals "MDCCLXXVIII."

Symbolism: The central element, the Roman cuirass, is a symbol of strength and defense. The sword, esponton (a type of half-pike formerly used by subordinate officers), musket, bayonet, cannon, cannon balls, mortar, and mortar bombs are representative of Army implements. The drum and drumsticks are symbols of public notification of the Army's purpose and intent to serve the nation and its people. The Phrygian cap (often called the Cap of Liberty) supported on the point of an unsheathed sword and the motto, "This We'll Defend," on a scroll held by the rattlesnake is a symbol depicted on some American colonial flags and signifies the Army's constant readiness to defend and preserve the United States.

Current Usage: This "War Office" seal continues to be used to this day when legal certification is necessary to authenticate "official" documents and records of the Department of the Army.

UNIVERSITY OF FLORIDA



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voices of the new millennium



**Asian-Pacific American Heritage
Month-May**